

## Aboubaker, Fosia

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**From:** Ben Essalah, Hachem  
**Sent:** March-03-18 11:52 AM  
**To:** Young, Elizabeth; Morin, Marc; Edwards, Cheryl  
**Subject:** Fw: Talent Cloud - Info Session on Phase II  
**Attachments:** Info Session GC Talent Cloud Phase II Partnership Séance d'information Partenariat pour la phase II du Nuage de talents du GC

Elizabeth

Please make sure we participate.

Marc

This may be a good opportunity for dfo

Sent from my BlackBerry 10 smartphone on the Rogers network.

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**From:** Kwok, Rosita <Rosita.Kwok@tbs-sct.gc.ca>  
**Sent:** Friday, March 2, 2018 5:16 PM  
**To:** Ben Essalah, Hachem  
**Cc:** Hunter, Lauren; Young, Elizabeth; Edwards, Cheryl; Dubois, Christophe  
**Subject:** Talent Cloud - Info Session on Phase II

Hachem,

As your department has expressed interest in becoming a project partner for Phase II of Talent Cloud, we are writing to provide an update.

An invitation (please see attached) to a Talent Cloud info session/ product demo with potential Phase II project partners has recently been circulated through the HR Council. The session will take place on March 15, from 10am to 12pm, at 90 Elgin Street. We would like to extend the invitation to you and your team. In preparation, Lauren will be sharing a copy of the draft MOU with you in advance for your consideration.

Best,  
Rosita

**Rosita Kwok**

Talent Cloud | Nuage de talents

Chief Information Officer Branch | Direction du dirigeant principal de l'information

Treasury Board of Canada Secretariat | Secrétariat du Conseil du Trésor du Canada

<https://gccollab.ca/groups/profile/19750/entalent-cloudfrnuage-de-talent>

## Aboubaker, Fosia

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**From:** HR Council/Conseil RH <HRCouncil/ConseilRH@tbs-sct.gc.ca>  
**Sent:** February-28-18 10:02 AM  
**To:** gail.e.johnson@hrsdc-rhdcc.gc.ca; liane.swanlund@tribunal.gc.ca; Couture, Dan: CRA.ARC; Kin Choi; Trudel, Francis: DFAIT.MAECI; holly.flowerscode@cic.gc.ca; caroline.dunn@canada.ca; darlene.degravina@canada.ca; Goldstein, Andrew: AGR:AGR; Nancy.Pike@canada.ca; michelv@apex.gc.ca; Lefebvre, Genevieve: CAS.SATJ; McDougall, Gilles: IC.IC; Jacqueline.Rigg@cbsa-asfc.gc.ca; marie-daphne.laguerre@canadacouncil.ca; atinor@ccc.ca; Yvone.Defreitas@ccohts.ca; DPinto@ccsa.ca; chantal.paul@cdc-ccl.gc.ca; Campeau, Sylvain: EC.EC; Barnes, Colleen: CFIA.ACIA; michelle.dedieu@grainscanada.gc.ca; Godin, Melanie: CHRC.CCDP; Brian.Berry@scics.gc.ca; sandy.tremblay@cie.parl.gc.ca; Daryl.Gauthier@cihr-irsc.gc.ca; mctrembl@cmhc-schl.gc.ca; robin.butler@canada.ca; Julie-Eve.Picard@ccetp-crcc.gc.ca; lilia.trombetti@crtc.gc.ca; yves.saulnier@canada.ca; Fabiano, Nick: CSC.SCC; louise.lacelle@cse-cst.gc.ca; merricka@smtp.gc.ca; joanne.lalonde@canada.ca; Girard, Carole: CTA.OTC; Warren, Elaine: DCC.CDC; thierry.cadieux@canada.ca; Sylvain.Paradis@Canada.ca; Cousineau, Vivian: ELECTC.ELECTC; Lesley.Ryan@fcac-acfc.gc.ca; colleen.robinson@canada.ca; Janelle.wright@canada.ca; Julie.Nevau@fintrac-canafe.gc.ca; nikki.clemenstien@fja-cmf.gc.ca; Balfour, Tom; Chamaillard, Marc: NFPC.CNPA; cathy.peters@canada.ca; pierre.parent@parl.gc.ca; mageauc@ottawa.ijc.org; line.lamothe@canada.ca; laurie.pratt-tremblay@canada.ca; tania.ladouceur@oic-ci.gc.ca; barbara.wyant@irb-cisr.gc.ca; Martine.Dagenais@justice.gc.ca; Nancy.Taillon@bac-lac.gc.ca; michelle.berry@parl.gc.ca; Christine.Guerette@mgerc-ceegm.gc.ca; Elsy.Chakkalakal@mpcc-cppm.gc.ca; Alexis.Williamson@neb-one.gc.ca; f.tremblay@onf.ca; Pepper, Angela: CANNOR.CANNOR; Harrison, Emily: NRC.CNRC; jesse.schwartz@canada.ca; Gualtieri, Jennifer: SSHRC.CRSH; Seally, Susan: OAG.BVG; Marques, Manuel: OCI.BEC; Shepherd, Karen: IC.IC; Estelle.St-Amour@clo-ocol.gc.ca; bruno.prevost@priv.gc.ca; Natalie.Harrington@osfi-bsif.gc.ca; Celine.Larabie@gg.ca; Eric.McMullen@pbc-clcc.gc.ca; Pierre.Richerdelafleche@pc.gc.ca; renee.debellefeuille@pco-bcp.gc.ca; cathy.peters@canada.ca; claude-andree.montsion@pmprb-cepmb.gc.ca; david.mate@polar-polaire.gc.ca; Kimberlee.Hemming@pps-spp.parl.gc.ca; denis.desharnais@ppsc-sppc.gc.ca; nancy.sanders@ps-sp.gc.ca; elaine.coldwell@cfp-psc.gc.ca; Duquette, France: PSIC.ISPC; Achimov, Donna: PWGSC.TPSGC; stephen.white@rcmp-grc.gc.ca; Jamie.Deacon@erc-ee.gc.ca; Lariviere, Anne-Marie: SCC.CSC; linda.dodd@sen.parl.gc.ca; sonia.viau@sirc-csars.gc.ca; rose.kattackal@canada.ca; Jennifer.Gualtieri@sshrc-crsh.gc.ca; stacey.money@canada.ca; lise.courcy@cfc-swc.gc.ca; Gagnon, Doreen; tracey.sametz@tc.gc.ca; luc.casault@bst-tsb.gc.ca; Kiran.Hanspal@vac-acc.gc.ca; patrick.faulkner@canada.ca  
**Subject:** Info Session: GC Talent Cloud Phase II Partnership | Séance d'information : Partenariat pour la phase II du Nuage de talents du GC

On behalf of GC Talent Cloud / De la part du Nuage de talents du GC

(le français suit)



In October 2017, the Human Resources Council received a presentation on GC Talent Cloud. GC Talent Cloud is an experiment to test a new approach for staffing project-based positions using the externally advertised term-hiring mechanism. GC Talent Cloud is funded by partner departments, who are helping to develop this exciting new model. Only partner departments will be eligible to staff positions using the GC Talent Cloud platform.

GC Talent Cloud is currently looking to identify partners for 2018-19. The project will be accepting a maximum of 12 departments. An information session will be held for interested departments on Thursday, March 15, between 10am and 12pm, at 90 Elgin Street. Teleconference will not be available. An information package will be circulated ahead of time to those who express interest in participating.

Due to the high level of interest from many departments, GC Talent Cloud is unable to continue to host one-on-one introductory presentations for individual departments. Those who are interested in becoming a partner department are strongly encouraged to attend this information session.

You can register by emailing [talent.cloud-nuage.de.talents@tbs-sct.gc.ca](mailto:talent.cloud-nuage.de.talents@tbs-sct.gc.ca) <<mailto:talent.cloud-nuage.de.talents@tbs-sct.gc.ca?subject=GC%20Talent%20Cloud%20Phase%20II%20info%20session>>

If you have any questions, you can contact Talent Cloud via the same email address.

General information on the GC Talent Cloud project can be found at <https://gccollab.ca/groups/profile/19750/talent-cloud-nuage-de-talent>.

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En octobre 2017, le Conseil des ressources humaines a assisté à une présentation sur le Nuage de talents du GC. Le Nuage des talents du GC est une expérience visant à mettre à l'essai une nouvelle approche de recrutement de personnes talentueuses pour des travaux fondés sur des projets au moyen du mécanisme externe d'embauche pour une période déterminée. Le Nuage des talents du GC est financé par les ministères partenaires, qui aident à élaborer ce nouveau modèle passionnant. Seuls les ministères partenaires pourront pourvoir des postes à l'aide de la plateforme du Nuage de talents du GC.

Le Nuage de talents du GC cherche actuellement des partenaires pour 2018-2019. Le projet acceptera un maximum de 12 ministères. Une séance d'information sera organisée pour les ministères intéressés le jeudi 15 mars, de 10 h à 12 h, au 90, rue Elgin. Il n'y aura pas de téléconférence. Une trousse d'information sera distribuée à l'avance à ceux qui souhaitent y participer.

En raison du niveau élevé d'intérêt manifesté par de nombreux ministères, le Nuage de talents du GC ne peut continuer d'organiser des présentations individuelles pour chaque ministère. Les ministères qui souhaitent devenir partenaires sont fortement invités à assister à cette séance d'information.

Vous pouvez vous inscrire en envoyant un courriel à <<mailto:talent.cloud-nuage.de.talents@tbs-sct.gc.ca?subject=Séance%20d'information%20sur%20la%20phase%20II%20du%20Nuage%20de%20talents%20du%20GC>> talent.cloud-nuage.de.talents@tbs-sct.gc.ca.

Si vous avez des questions, vous pouvez communiquer avec l'équipe du Nuage de talents à la même adresse électronique.

Des renseignements généraux sur le projet du Nuage de talents du GC se trouvent à l'adresse <https://gccollab.ca/groups/profile/19750/talent-cloud-nuage-de-talent>.

## **Aboubaker, Fosia**

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**From:** Young, Elizabeth  
**Sent:** March-05-18 10:45 AM  
**To:** Morin, Marc; Ben Essalah, Hachem; Edwards, Cheryl  
**Cc:** Giroux, Mathieu; Landry, Sarah; Dubois, Christophe  
**Subject:** RE: Talent Cloud - Info Session on Phase II

Cheryl and Christophe will attend from IM&Ts. They will register today.

Elizabeth

Elizabeth Young  
613-990-0185

**From:** Morin, Marc  
**Sent:** Sunday, March 4, 2018 9:46 AM  
**To:** Ben Essalah, Hachem <Hachem.BenEssalah@dfo-mpo.gc.ca>; Young, Elizabeth <Elizabeth.Young@dfo-mpo.gc.ca>; Edwards, Cheryl <Cheryl.Edwards@dfo-mpo.gc.ca>  
**Cc:** Giroux, Mathieu <Mathieu.Giroux@dfo-mpo.gc.ca>; Landry, Sarah <Sarah.Landry@dfo-mpo.gc.ca>  
**Subject:** RE: Talent Cloud - Info Session on Phase II

Excellent – we've already signed up and will attend the session.

Marc

**From:** Ben Essalah, Hachem  
**Sent:** Saturday, March 3, 2018 11:52 AM  
**To:** Young, Elizabeth <Elizabeth.Young@dfo-mpo.gc.ca>; Morin, Marc <Marc.Morin@dfo-mpo.gc.ca>; Edwards, Cheryl <Cheryl.Edwards@dfo-mpo.gc.ca>  
**Subject:** Fw: Talent Cloud - Info Session on Phase II

Elizabeth

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Marc

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Sent from my BlackBerry 10 smartphone on the Rogers network.

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**From:** Kwok, Rosita <Rosita.Kwok@tbs-sct.gc.ca>  
**Sent:** Friday, March 2, 2018 5:16 PM  
**To:** Ben Essalah, Hachem  
**Cc:** Hunter, Lauren; Young, Elizabeth; Edwards, Cheryl; Dubois, Christophe  
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Hachem,

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Best,  
Rosita

**Rosita Kwok**

Talent Cloud | Nuage de talents

Chief Information Officer Branch | Direction du dirigeant principal de l'information

Treasury Board of Canada Secretariat | Secrétariat du Conseil du Trésor du Canada

<https://gccollab.ca/groups/profile/19750/entalent-cloudfrnuage-de-talent>

**Coufi, Georges**

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**From:** Talent Cloud-nuage de talents <Talent.Cloud-nuage.de.talents@tbs-sct.gc.ca>  
**Sent:** Monday, March 19, 2018 11:27 AM  
**To:** Dubois, Christophe; Mongeon, Michel  
**Cc:** Hunter, Lauren; Merrifield, Shelley; Kwok, Rosita; Edwards, Cheryl; Giroux, Mathieu; Fortune, Alyssa  
**Subject:** Talent Cloud Phase II Partnership - MOU and draft briefing note  
**Attachments:** Talent Cloud MOU - 2018-19 Template (generic).doc; Talent Cloud Phase II Partnership Briefing Note.docx

**Follow Up Flag:** Follow up  
**Flag Status:** Completed

Christophe and Michel,

Thank you for attending the information session on the Talent Cloud project and for expressing interest in potentially joining the Talent Cloud project for 2018-19.

Attached please find the draft MOU for partnering departments. For your department's convenience, we have also attached a draft briefing note on GC Talent Cloud. The briefing note is a draft only - please feel free to edit/use any or none of it (as you see fit).

The deck presented at the session is available in both official languages on GCcollab (which you can sign into using your Government of Canada email address). We can also send these documents directly to you if you have any issues accessing them on GCcollab.

English version

French version

GC Talent Cloud recognizes that signing onto a project like this may require a further presentation to senior decision makers in partnering departments. The Talent Cloud team is happy to present further information about the project to interested departments. (Given the demand from departments for signing the Phase II MOU with Talent Cloud, we would encourage interested departments to schedule any further presentations sooner rather than later.)

If you would like to schedule a presentation at your department or have any questions about the attachments, email us at [Talent.cloud-nuage.de.talents@tbs-sct.gc.ca](mailto:Talent.cloud-nuage.de.talents@tbs-sct.gc.ca)

Best,  
The Talent Cloud team

**Page 8**  
**is a duplicate of**  
**est un duplicata de la**  
**page 81**

**Pages 9 to / à 16  
are duplicates of  
sont des duplicatas de la  
page 82**

## **GC Talent Cloud Phase II Partnership (DRAFT)**

### **SUMMARY**

- The purpose of this briefing is to seek your decision on becoming a partner department for Phase II of the GC Talent Cloud project. The expected contribution amount is (      ).
- GC Talent Cloud is an experimental pilot, testing an alternative staffing model for term positions. Talent Cloud is being funded by partnership agreements with departments, which are then eligible to staff using the platform.
- Departments are expected to be able to make 20-40 hires using the Talent Cloud platform, pending results from Spring 2018 testing. GC Talent Cloud is targeting a 30-day staffing time, with a focus on best fit to team.

### **BACKGROUND**

GC Talent Cloud is an experimental pilot that tests a rapid hiring model for project-based work using the term hiring mechanism and a new credential recognition methodology. GC Talent Cloud aims to dramatically improve staffing efficiency (time and cost savings), the quality of government hires for project-based work, and workers' rights in temp, term and casual work situations. The model is designed to be complementary to (and does not replace) the existing hiring structure for the indeterminate workforce.

GC Talent Cloud is different from other Government of Canada staffing initiatives in the following areas:

- Focus on project-based work (term-hire)
- Rapid staffing time (target 30 working days)
- Five-point best fit match (applicant, work, manager, team, and operating environment)
- Radically different credential recognition process and screening
- Specifically designed to reduce staffing bias and increase diversity and Indigenous employment



- One poster, one job (no pools)

GC Talent Cloud is housed in the Chief Information Officer Branch at the Treasury Board of Canada Secretariat. Phase I partners (2017-18) are Natural Resources Canada, Employment and Social Development Canada, Environment and Climate Change Canada, and Transport Canada.

The team leading GC Talent Cloud has a long track record of developing innovative HR approaches in Government. The team previously worked on the first micro-missions platform in the Government of Canada (housed at Natural Resources Canada), and was the team that designed and launched the Free Agents Program in 2016 to test key questions related to the viability and desirability of a project-based job marketplace in government.

GC Talent Cloud is being globally recognized as one of the most forward thinking HR experiments in the public sector. The experimental pilot was recently featured in an OECD case study along with the Free Agents program. GC Talent Cloud is being followed by HR experts from a dozen international countries, as well as the United Nations Development Program, and is being studied by post-doctoral fellows in Europe.

## **CONSIDERATIONS**

GC Talent Cloud is an unfunded, experimental initiative that relies solely on financial support from participating departments. GC Talent Cloud is currently looking for partner departments for Phase II of the project (2018 – 2019). A maximum of 12 departments will be selected. To-date, 22 departments have come forward to express interest in participating. TBS is hoping to complete MOUs (draft attached) with interested departments between March and April 2018, to coincide with the upcoming fiscal year. The financial contribution for (specific department) is (\$).

It's expected that partner departments for Phase II will be able to make 20-40 hires through the GC Talent Cloud platform in 2018-19 (pending the outcome of Phase I testing in Spring 2018). The platform is regionally accessible. Potential streams for Phase II include the continuation of Phase I streams (Digital and Tech Talent; Indigenous Talent) and the addition of admin professionals, policy analysts, and scientists (with a special focus on environmental assessment and climate science). All streams will be finalized based on discussion with Phase II partner departments. Phase II partner departments will have the opportunity to request specific staffing streams, for consideration and collective discussion.

GC Talent Cloud will accept Phase II partner departments on a first-come-first-served basis (i.e. signed MOU submitted to TBS-CIOB), given that a partner department is able to meet the following criteria:

- Departments who appreciate that GC Talent Cloud is an experiment - the project is an iterative design process, so there will be uncertainties and rough edges;
- Departments who are interested in participating collaboratively to improve the model, including staffing term positions; and
- Departments whose HR branch or senior HR authority is on board for the project. Partner departments will need to identify an HR superuser who will be working closely with the Talent Cloud team. Although this is not an extensive time commitment, the HR superuser is necessary for the project.

Confirmation of participation is time-sensitive, as MOUs are expected to be signed in March and April 2018. GC Talent Cloud has received a significant level of interest. Several departments have already signed or are in the process of signing MOUs. Demand to participate in the 2018-19 pilot period is expected to exceed the maximum number of participants.

Departments may work out a payment schedule for their contribution in discussion with the Talent Cloud team. Departments may contribute the funds as salary or O&M, in a lump sum at the start of the year or in installments over the course of the year. Funding contributions from partner departments go directly to the salary and operating costs of the Talent Cloud project. Any surplus funding at the completion of 2018-19 will be divided amongst participating departments on a prorated basis. Departments may withdraw their participation from the pilot at any time, as per the conditions of the MOU, and receive a prorated refund on their contribution.

## **RECOMMENDATION**



Approved by (insert name)

Docket #: 2018-009-00350  
Security Classification: UNCLASSIFIED

## **SCENARIO NOTE FOR THE DEPUTY MINISTER**

### **PSMAC COMMITTEE ON ENTERPRISE PRIORITIES AND PLANNING (DM CEPP)**

#### **Date and Location of Meeting**

This meeting will take place on Tuesday, June 26, 2018, from 3:00 p.m. to 5:00 p.m. at 90 Elgin Street, 2<sup>nd</sup> Floor, Room 2068.

#### **Attendees**

PSMAC is co-chaired by Peter Wallace, Secretary of the Treasury Board and Michael Keenan, Deputy Minister of the Department of Transport

Deputy Ministers from other government departments will be in attendance.

## **AGENDA ITEM #2: DEPLOYMENT OF CLARITY ACROSS THE GC**

#### **Departmental Objective**

- To provide an overview of the initiative underway to implement an integrated end-to-end project portfolio management (PPM) solution for the Government of Canada (using the Clarity platform) in the Cloud. Clarity is tool that will allow the GC to improve how it plans, prioritizes, and organizes IT projects as an enterprise.

#### **Key Points to Register**

- DFO supports the implementation of a common GC PPM solution to better synchronize DFO IT Planning with SSC IT Planning and to provide stronger linkages with DFO activities and SSC demand.
- DFO currently leverages the TBS-run PPM (Clarity) for IT Plan Reporting and works closely with SSC to ensure all DFO-SSC requirements are captured.
- DFO would be interested in participating in the pilot for the implementation of a GC Clarity solution.

#### **Considerations**

- It is not clear if there will be any financial impacts to departments associated with this deployment

- As part of the Deployment Strategy, it will be important to include change management and training considerations.
- Within DFO, CFO sector is championing the need for a consolidated departmental project management tool, and is being supported by the CIO as a priority activity among 75 plus departmental priorities.
- Integration with this GC solution will be a key requirement for DFO's CIO.

### **Responsive Questions and Answers**

- Have any high-level resourcing estimates (both human and financial) been identified for the implementation in departments?

### **AGENDA ITEM #3: UPDATE ON THE JOURNEY TO CLOUD**

#### **Departmental Objective**

- To provide an update on the implementation of Cloud in the GC.

#### **Key Points to Register**

- Government of Canada is recommending the use of Cloud as the preferred environment solution.
- As of December 2017 unclassified cloud services were available and work is now underway to make Protected cloud services available.
- DFO has embraced the shift to Cloud and currently has four (4) projects in development in the unclassified Cloud.
- The EFM SI project is being developed in the Cloud using the GC Case Management system.
- DFO is considering more projects as candidates for the Cloud.

#### **Considerations**

- Access to a Protected Cloud environment is critical for DFO to fully leverage Cloud solutions.
- It is important to note that Cloud services are not always the best solution and there will continue to be a need for SSC services. Several factors should be considered before determining if Cloud is the best solution such as cost, availability requirements, processing needs and volume of transactions.
- DFO is a geographically dispersed department with several remote sites and sites with limited bandwidth. These limitations must be considered with any Cloud implementation.
- Dedicated connectivity between Departments and Cloud Services must be established by SSC to avoid the risk of connecting via internet

### **Responsive Questions and Answers**

- None.

#### **AGENDA ITEM #4: TALENT CLOUD**

- To provide an overview of the GC Talent Cloud initiative to develop and implement a staffing model optimized for project-based (“gig”) job opportunities and structured for the next generation of workers.

#### **Key Points to Register**

- DFO will be one of twelve partner departments participating in Phase 2 of the pilot in the late summer. The DFO Chief Information Officer signed a Memorandum of Understanding with the GC Talent Cloud to formalize this partnership.

#### **Considerations**

- The GC Talent Cloud model targets rapid hiring for project-based work. It will use the term hiring mechanism and a new methodology for credential recognition to create a single, massive, interoperable repository of pre-assessed talent, from which hiring managers may draw by posting competitive, publicly advertised term positions (think LinkedIn meets Indeed).
- This pilot presents an opportunity for IM&TS to recruit employees with the skill sets needed to push the GC and DFO’s digital transformation agenda forward.
- IM&TS and the HR Branch, will be working together to implement this pilot within DFO.

#### **Responsive Questions and Answers**

- Have unions been consulted in the development of the GC Talent Cloud model? If yes, did they provide any feedback?

#### **AGENDA ITEM #5: REPORT ON GC EARB DECISIONS**

#### **Departmental Objective**

- To provide an overview of recent GC Enterprise Architecture Review Board Decisions (GC EARB).

#### **Key Points to Register**

- The Ecosystems and Fisheries Management Systems Integration (EFM SI) Project 1 was presented at the June 14, 2018, session of the GC Enterprise Architecture Review Board (EARB). The presentation was an update of the presentation that was endorsed by the

DFO Departmental Architecture Review Board (DARB) on February 26, 2018.

- GC EARB approval was granted with the conditions that:
  1. DFO work with TBS to ensure appropriate TBS check points (including preparation of required documentation) are built into the project plan.
  2. DFO review the recent Auditor General Report on Phoenix and ensure any relevant lessons learned are being applied to EFM Si.
  3. DFO work in partnership with TBS to mitigate project risks as project execution proceeds.

## Considerations

- The Department will bring other projects forward to the GC EARB as appropriate.
- IM&TS is monitoring the discussions and decisions from GC EARB meetings on an ongoing basis and sharing information and direction from that committee with the Departmental Architecture Review Board (DARB) and IM/IT project teams as appropriate.

## Responsive Questions and Answers

- None.

Follow Up (For Deputy Minister's use only)	



CLASSIFICATION  
GCCMS #: 2018-009-00350  
EKME #: 3928336

To: Catherine Blewett  
Pour:

Date:

Object: **PSMAC COMMITTEE ON ENTERPRISE PRIORITIES AND PLANNING**  
Objet: **(DM CEPP)**

From / Hachem Ben Essalah, Chief Information Officer  
De:

Via: Dominic Laporte, ADM, Human Resources and Corporate Services

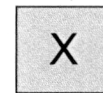
Additional approvals:  
Autre(s) approbation(s):



Material for the Minister  
Documents pour le Ministre



Your Signature  
Votre signature



Information

Screen: The Department has assessed this issue in full.

Filtre: ☒ It contains no reference to matters covered by the screen relating to J.D. Irving Limited.  
☐ It contains matters referenced in the screen relating to J.D. Irving Limited, but in our view does not engage the screen.  
☐ In our view, the screen relating to J.D. Irving Limited should be engaged.

Remarks:  
Remarques:

Distribution:

Drafting Officer/  
Rédacteur:

Jann MacDonald /Hachem Ben Essalah /SUG



Approved by (insert name)

Docket #: 2018-009-00763  
Security Classification: UNCLASSIFIED

## **SCENARIO NOTE FOR THE DEPUTY MINISTER**

### **MEETING WITH THE CHIEF INFORMATION OFFICER OF CANADA**

#### **Date and Location of Meeting**

You have a meeting scheduled with Alex Benay, the Government of Canada Chief Information Officer (GC CIO) on Thursday, December 13, 2018. This meeting is at the request of Mr. Benay. No agenda has been proposed. A number of topics Mr. Benay may wish to discuss are outlined in this note.

#### **POTENTIAL ITEMS OF INTEREST TO THE GC CIO**

##### **NEXT-GEN PAY AND DFO-COAST GUARD**

The Government committed \$16 million over two years in Budget 2018 to explore options to replace the Phoenix pay system. DFO-Coast Guard are working closely with Treasury Board Secretariat (TBS) to identify business requirements for the Next-Gen system to support the Department's diverse workforce.

#### **Key Points to Register**

The new system must:

- Look at the Department's requirements holistically, including accommodating just-in-time and late HR/Pay transactions, business rules and functionality align with Collective Agreements, and that it does not create unnecessary work for Departments to validate Pay Centre interventions.

DFO-Coast Guard Perspectives:

- 100 % of Coast Guard seagoing personnel have persistent pay problems that are beyond their control. We will support in any way possible efforts to build the Next Generation pay system.
- Our Pay Stabilization Team is preparing an extensive list to highlight areas that must be improved upon in the new system. I would be happy to share this with you once it is completed.
- We appreciate that this project is no easy task, and I am pleased to see that early engagement with our department has taken place and that we are working collaboratively.

#### **DIGITAL**



The TBS Digital Government Strategic Plan was released November 2018, will be effective April 2019 and will impact the planning cycle for 2020-21. The objective of the plan is to embed digital in departmental business and link the role of CIOs to delivery.

### **Key Points to Register**

- While the Department is currently undertaking a number of individual initiatives in support of digital transformation, including e-Navigation and the electronic licensing of navigational charts, significant additional effort is now being directed towards developing the Department's approach to the broader Government of Canada Digital Strategy. Given the scale and complexity of the Department's operations, as well as the prevalence and limited documentation of legacy systems, we would welcome the opportunity to work with the Canada Digital Service in identifying existing solutions or approaches that could be adapted to the challenges facing the Department.
- Over the coming months, we will be conducting structured interviews with program leads to develop an environmental scan, focusing on stakeholder motivations and needs, as well as key considerations in transitioning the Department's systems and services to a "digital first" model.
- As the Government embraces the shift to digital, what supports and training will be available to assist our existing employees in developing the required competencies and skill sets to ensure they are positioned for success?

### **DATA MANAGEMENT**

The importance of sound data governance for the department was highlighted by the 2017 Review of Data Quality, which recommended systematic change. While the audit found areas of sound data management practices in parts of the Department, it also identified areas that require attention and opportunities for improvement. To address deficiencies, the audit recommended that a departmental governance framework be established.

### **Key Points to Register**

- The department is establishing a Data Governance Framework to align DFO with the Government of Canada Data Strategy Framework.
- A Data Governance workshop was held in September which brought together participants from all sectors and regions. The CIO and CDO are working to refine and communicate the Data Governance Vision and Mission statement, complete the detailed data governance roadmap and operationalize the new data governance framework.

### **AMENDMENTS TO THE TB DIRECTIVE ON THE MANAGEMENT OF IT**

The updated TB Directive on the Management of Information Technology (IT) took effect on December 1, 2018. Amendments in the policy provide clarity and guidance to departments regarding enterprise architecture, the Government of Canada Enterprise Architecture Review

Board (GC EARB) and GC Application Programming Interface (API) development.

### **Key Points to Register**

- This directive will assist DFO in ensuring that IT investments are focused on supporting program needs while meeting GC requirements (e.g. official languages, accessibility).
- DFO has an Architecture Review Board in place which aligns with this directive.
- DFO supports the Application Programming Interface (API) standards which will allow for departmental systems to communicate more easily.

### **STANDARD ON ENTERPRISE RESOURCE PLANNING (ERP) SYSTEMS**

This standard identifies the requirements for investments in ERP systems, such as Peoplesoft and SAP, and sets the designated senior departmental official's responsibilities related to these investments.

### **Key Points to Register**

- DFO is currently using the GC standard for HR (PeopleSoft) and we are initiating the planning to transition to SAP.
- In the near future we will be engaging with key GC stakeholders.

### **CLOUD COMPUTING**

The Government of Canada has adopted a 'Cloud First' approach as the preferred environment solution for technology projects. SSC has established contracts for departments to leverage to obtain cloud services. DFO has established a team to support the "Cloud First" approach to respond to the demand from Sectors and Regions in a managed manner. With the current challenges in obtaining IT services from SSC, the Cloud represents a great alternative, especially since the majority of DFO data is not classified.

### **Key Points to Register**

- DFO supports the government direction for the Cloud and will make efficient use of SSC contracts. Similar to digitalization, there is a pressing need for IT skills development to help departmental staff acquire and develop the required competencies and skill sets.
- Cloud solutions will improve capacity for DFO to deliver projects by providing infrastructure on-demand. Currently, there are limitations to the Cloud as only unclassified data can be hosted in the Cloud.
- In order to enable and improve planning to move to the cloud and manage expectations of our programs, do we have a sense of when Protected B cloud storage will become available?

## **IT PLANNING CYCLE FOR 2019/20**

The Government of Canada IT Planning cycle was launched in September at the Deputy Minister Committee on Enterprise Priorities and Planning (DM-CEPP). DFO list of projects (40 active and 66 new IT projects) was signed off by the Associated Deputy Minister and submitted to TBS on November 14, 2018. The formal final plan, which is due to TBS at the end of the fiscal year, is currently being developed.

### **Key Points to Register**

- Government of Canada priorities do not always align with departmental program delivery priorities. How can the Department ensure that our high priority program delivery projects are reflected appropriately in the government-wide priorities?

## **ATTRACTING NEW TALENT – GC TALENT CLOUD**

The GC Talent Cloud, which launched in the fall, strives to be a digital repository of pre-qualified talented individuals that can be quickly engaged for project-based work within the Government of Canada. The focus is on best fit and competencies and supports faster staffing. This initiative is being led by TBS with multiple signatory departments, including DFO, and has strong union support.

### **Key Points to Register**

- In the future, could the Talent Cloud portals focus on specific target groups? These could be leveraged by DFO to access qualified candidates in underrepresented groups (e.g. Indigenous peoples, women in technology).



Fisheries and Oceans Canada  
Correspondence Routing Slip

Fiche d'acheminement de correspondance  
Pêches et Océans Canada

CLASSIFICATION  
GCCMS #: 2018-009-00763  
EKME #: 3998651

To: Catherine Blewett  
Pour:

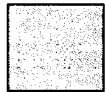
Date:

Object: MEETING WITH THE CIO OF THE GOVERNMENT OF CANADA  
Objet:

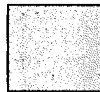
From / Elizabeth Young, Acting/Chief Information Officer  
De:

Via: Bill Varvaris, Acting/ADM, Human Resources and Corporate Services

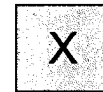
Additional approvals:  
Autre(s) approbation(s):



Material for the Minister  
Documents pour le Ministre



Your Signature  
Votre signature



Information

Screen:  
Filtre:

Remarks:  
Remarques:

Distribution:

Drafting Officer/  
Rédacteur:

Elizabeth Young/613 990-0185

**Hash, Rhonda**

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**From:** Young, Elizabeth  
**Sent:** Thursday, April 5, 2018 10:15 AM  
**To:** Hemken, Susana; Hash, Rhonda; Edwards, Cheryl; Dubois, Christophe  
**Cc:** Kiefl, Richard; Gasana, Sandra-Umutoni  
**Subject:** FW: time for a quick chat today?

FYI – we will participate in and pay for access to the talent cloud. Rhonda – it will be about \$100,000 I believe – Christophe is that correct?

Please put it in the 2018/19 budget forecast.

Thanks,

Elizabeth

Elizabeth Young  
613-990-0185

---

**From:** Ben Essalah, Hachem  
**Sent:** Thursday, April 5, 2018 10:14 AM  
**To:** Hunter, Lauren <Lauren.Hunter@tbs-sct.gc.ca>  
**Cc:** Young, Elizabeth <Elizabeth.Young@dfo-mpo.gc.ca>  
**Subject:** RE: time for a quick chat today?

Hi Lauren  
I confirm DFO/CIO participation. Your contact for this file is Elizabeth our Senior director.

Thanks

**Hachem Ben Essalah**

Chief Information Officer and Director General  
Fisheries and Oceans Canada / Government of Canada  
[Hachem.BenEssalah@dfo-mpo.gc.ca](mailto:Hachem.BenEssalah@dfo-mpo.gc.ca) / Tel: 613-993-2051 / Fax 613-993-8930

Dirigeant principal de l'information et directeur général  
Pêches et Océans Canada / Gouvernement du Canada  
[Hachem.BenEssalah@dfo-mpo.gc.ca](mailto:Hachem.BenEssalah@dfo-mpo.gc.ca) / Tél : 613-993-2051 / Télécopieur : 613- 993-8930

---

**From:** Hunter, Lauren [<mailto:Lauren.Hunter@tbs-sct.gc.ca>]  
**Sent:** Thursday, April 5, 2018 9:52 AM  
**To:** Ben Essalah, Hachem <[Hachem.BenEssalah@dfo-mpo.gc.ca](mailto:Hachem.BenEssalah@dfo-mpo.gc.ca)>  
**Subject:** time for a quick chat today?  
**Importance:** High

Hachem,

raş wondering if you might have time for a quick call sometime today.

We've been asked to put together a list of departments interested in Phase II Talent Cloud – those who are in for sure, likely in or potential.

The list is being requested by the President of Treasury Board's Office, for circulation to the Clerk and deputies.

It would be great if we could include DFO somewhere on the list, but I would really like to confirm with you first.

Thanks in advance – and sorry about the short notice. (The request followed a surprise briefing to the President's Office late yesterday.)

Lauren

Lauren Hunter

Chief architect/Chef d'équipe

Talent Cloud Team/Équipe de nuage de talent

Chief Information Officer Branch/ Direction du dirigeant principal de l'information

Treasury Board of Canada Secretariat / Secrétariat du Conseil du Trésor du Canada

Government of Canada / Gouvernement du Canada

[lauren.hunter@tbs-sct.gc.ca](mailto:lauren.hunter@tbs-sct.gc.ca) / Tel: 613-240-8871

**bourin, Darlene**

---

**From:** MacDonald, Jann  
**Sent:** Wednesday, April 18, 2018 4:11 PM  
**To:** Burke, Allison  
**Subject:** Fw: Meeting with Alex Benay Chief Information Office of the Government of Canada  
**Attachments:** MECTS-3903525.DOCX.DRF

Attachment provided elsewhere on the file.

This is the first msg on the scenario note.

Thanks.

Sent from Jann's mobile device.

---

**From:** MacDonald, Jann <Jann.MacDonald@dfo-mpo.gc.ca>  
**Sent:** Wednesday, April 18, 2018 2:49 PM  
**To:** Burke, Allison  
**Subject:** FW: Meeting with Alex Benay Chief Information Office of the Government of Canada

Hi Allison,

I think we should add in an information item on a could of things in your area:

...RB  
APM

I've also suggested the following items that I will work on:

CIO @ Exec Table  
CIO PMA language that was just introduced last week  
Data Governance (which Elizabeth said Aziz will cover)

We need this ASAP – apparently the meeting is May 3

Could you put down some thoughts. Is there anything else you feel should be included?

Thanks, Jann

---

**From:** Young, Elizabeth  
**Sent:** April-18-18 2:25 PM  
**To:** Dubois, Christophe <Christophe.Dubois@dfo-mpo.gc.ca>; MacDonald, Jann <Jann.MacDonald@dfo-mpo.gc.ca>  
**Cc:** Fortune, Alyssa <Alyssa.Fortune@dfo-mpo.gc.ca>  
**Subject:** FW: Meeting with Alex Benay Chief Information Office of the Government of Canada

Can you take a look and at what you think is relevant? Christophe can you add the Talent Cloud piece?

...anks

Elizabeth Young  
613-990-0185

**From:** Ben Essalah, Hachem  
**Sent:** Wednesday, April 18, 2018 2:12 PM  
**To:** Young, Elizabeth <[Elizabeth.Young@dfo-mpo.gc.ca](mailto:Elizabeth.Young@dfo-mpo.gc.ca)>; Essoltani, Abdelaziz <[Abdelaziz.Essoltani@dfo-mpo.gc.ca](mailto:Abdelaziz.Essoltani@dfo-mpo.gc.ca)>  
**Cc:** Hemken, Susana <[Susana.Hemken@dfo-mpo.gc.ca](mailto:Susana.Hemken@dfo-mpo.gc.ca)>; Gasana, Sandra-Umutoni <[Sandra-Umutoni.Gasana@dfo-mpo.gc.ca](mailto:Sandra-Umutoni.Gasana@dfo-mpo.gc.ca)>  
**Subject:** RE: Meeting with Alex Benay Chief Information Office of the Government of Canada

Aziz and Elizabeth

Please add your parts to the Scenario note and any items you think it's worth to refer to in the SN.

On talent part we need to add what we did through university recruitment and we plan to do as well as Cloud Talent.

As we do not know the date of the meeting please do your part ASAP.

Thanks

**Hachem Ben Essalah**

Chief Information Officer and Director General  
Fisheries and Oceans Canada / Government of Canada  
[Hachem.BenEssalah@dfo-mpo.gc.ca](mailto:Hachem.BenEssalah@dfo-mpo.gc.ca) / Tel: 613-993-2051 / Fax 613-993-8930

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[Hachem.BenEssalah@dfo-mpo.gc.ca](mailto:Hachem.BenEssalah@dfo-mpo.gc.ca) / Tél : 613-993-2051 / Télécopieur : 613- 993-8930

**From:** Laporte, Dominic  
**Sent:** Wednesday, April 18, 2018 11:37 AM  
**To:** Ben Essalah, Hachem <[Hachem.BenEssalah@dfo-mpo.gc.ca](mailto:Hachem.BenEssalah@dfo-mpo.gc.ca)>; Berry, Anne <[Anne.Berry@dfo-mpo.gc.ca](mailto:Anne.Berry@dfo-mpo.gc.ca)>; Bergeron, Pamela <[Pamella.Bergeron@dfo-mpo.gc.ca](mailto:Pamella.Bergeron@dfo-mpo.gc.ca)>  
**Cc:** Jorgensen, Jennifer <[Jennifer.Jorgensen@dfo-mpo.gc.ca](mailto:Jennifer.Jorgensen@dfo-mpo.gc.ca)>; Hemken, Susana <[Susana.Hemken@dfo-mpo.gc.ca](mailto:Susana.Hemken@dfo-mpo.gc.ca)>; Dagenais, Martin <[Martin.Dagenais@dfo-mpo.gc.ca](mailto:Martin.Dagenais@dfo-mpo.gc.ca)>; Jarjour, Jasmine <[Jasmine.Jarjour@dfo-mpo.gc.ca](mailto:Jasmine.Jarjour@dfo-mpo.gc.ca)>; Wallace, Dorothy <[Dorothy.Wallace@dfo-mpo.gc.ca](mailto:Dorothy.Wallace@dfo-mpo.gc.ca)>; Young, Elizabeth <[Elizabeth.Young@dfo-mpo.gc.ca](mailto:Elizabeth.Young@dfo-mpo.gc.ca)>; Essoltani, Abdelaziz <[Abdelaziz.Essoltani@dfo-mpo.gc.ca](mailto:Abdelaziz.Essoltani@dfo-mpo.gc.ca)>  
**Subject:** Re: Meeting with Alex Benay Chief Information Office of the Government of Canada

Thank you Hachem. Please develop a scenario note highlighting the potential topics that may be brought up as well as points that Catherine may wish to bring up with Alex from a DFO's perspective.

---

**From:** Ben Essalah, Hachem  
**Sent:** Wednesday, April 18, 2018 11:05 AM  
**To:** Berry, Anne; Bergeron, Pamela  
**Cc:** Jorgensen, Jennifer; Hemken, Susana; Dagenais, Martin; Jarjour, Jasmine; Wallace, Dorothy; Laporte, Dominic; Young, Elizabeth; Essoltani, Abdelaziz



**Subject:** RE: Meeting with Alex Benay Chief Information Office of the Government of Canada

I have no idea what Alex wants to discuss with the DM. I assume that he is doing a tour and talking to all DMs to get support for GC directions means Digitalization, better management of projects, Using the Cloud, etc.

DFO is engaged in these initiatives but for some we do not have all the required resources and skill sets

**Hachem Ben Essalah**

Chief Information Officer and Director General  
Fisheries and Oceans Canada / Government of Canada  
[Hachem.BenEssalah@dfo-mpo.gc.ca](mailto:Hachem.BenEssalah@dfo-mpo.gc.ca) / Tel: 613-993-2051 / Fax 613-993-8930

Dirigeant principal de l'information et directeur général  
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[Hachem.BenEssalah@dfo-mpo.gc.ca](mailto:Hachem.BenEssalah@dfo-mpo.gc.ca) / Tél : 613-993-2051 / Télécopieur : 613- 993-8930

**From:** Berry, Anne

**Sent:** Tuesday, April 17, 2018 6:50 PM

: Bergeron, Pamela <[Pamella.Bergeron@dfo-mpo.gc.ca](mailto:Pamella.Bergeron@dfo-mpo.gc.ca)>

: Jorgensen, Jennifer <[Jennifer.Jorgensen@dfo-mpo.gc.ca](mailto:Jennifer.Jorgensen@dfo-mpo.gc.ca)>; Ben Essalah, Hachem <[Hachem.BenEssalah@dfo-mpo.gc.ca](mailto:Hachem.BenEssalah@dfo-mpo.gc.ca)>; Hemken, Susana <[Susana.Hemken@dfo-mpo.gc.ca](mailto:Susana.Hemken@dfo-mpo.gc.ca)>; Berry, Anne <[Anne.Berry@dfo-mpo.gc.ca](mailto:Anne.Berry@dfo-mpo.gc.ca)>; Dagenais, Martin <[Martin.Dagenais@dfo-mpo.gc.ca](mailto:Martin.Dagenais@dfo-mpo.gc.ca)>; Jarjour, Jasmine <[Jasmine.Jarjour@dfo-mpo.gc.ca](mailto:Jasmine.Jarjour@dfo-mpo.gc.ca)>; Wallace, Dorothy <[Dorothy.Wallace@dfo-mpo.gc.ca](mailto:Dorothy.Wallace@dfo-mpo.gc.ca)>; Laporte, Dominic <[Dominic.Laporte@dfo-mpo.gc.ca](mailto:Dominic.Laporte@dfo-mpo.gc.ca)>

**Subject:** FW: Meeting with Alex Benay Chief Information Office of the Government of Canada

Hi Pam,

Please task IMTS to have a look at the request below and provide a suggestion to DMO (via ADMO).

Meeting is May 3 – so let's have a game plan by Thursday to DMO on next steps after CIO office has done some digging on this.

Thank you

Anne

---

**From:** Jarjour, Jasmine

**Sent:** April-17-18 9:34 AM

**To:** Berry, Anne

**Cc:** Wallace, Dorothy; Kahn, Zoe

**Subject:** FW: Meeting with Alex Benay Chief Information Office of the Government of Canada

Morning Anne,

We aren't too sure what the CIO is wanting to discuss with Catherine. Does HRCS have some ideas? We are trying to decide whether to task a SN or a pre-brief or both and figure you may have a better sense of the conversation and what supporting efforts would be helpful. Please let us know!

Thx.

Jasmine

---

**From:** Wallace, Dorothy  
**Int:** April-17-18 9:11 AM  
**Re:** Jarjour, Jasmine  
**Cc:** Wallace, Dorothy; Kahn, Zoe  
**Subject:** FW: Meeting with Alex Benay Chief Information Office of the Government of Canada

Hi Jaz,

This is a head's-up that this meeting with Alex Benay is now scheduled for May 3<sup>rd</sup>.

I have no further information on this meeting than what is in this email (below), nothing has been tasked and a pre-brief has not been scheduled.

Any ideas/suggestions?

Thanks,

*Dorothy Wallace*

Scheduling Coordinator | Coordonnatrice de l'agenda  
Office of the Deputy Minister | Bureau de la Sous-ministre  
Fisheries and Oceans Canada | Pêches et Océans Canada  
200 Kent St, 15S010 Ottawa, ON K1A 0E6  
[dorothy.wallace@dfo-mpo.gc.ca](mailto:dorothy.wallace@dfo-mpo.gc.ca)  
Telephone | Téléphone 613-991-4849  
Government of Canada | Gouvernement du Canada

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**From:** Conway, Jennifer [<mailto:Jennifer.Conway@tbs-sct.gc.ca>]  
**Int:** February-09-18 11:57 AM  
**To:** Wallace, Dorothy  
**Subject:** Meeting with Alex Benay Chief Information Office of the Government of Canada

Good morning Dorothy,

As discussed on the phone just now Alex Benay would like to meet with Deputy Minister Catherine Blewett regarding a few things.

His email address is: [Alex.benay@tbs-sct.gc.ca](mailto:Alex.benay@tbs-sct.gc.ca).

If you have more question please do not hesitate to contact me. Thank you.

Jennifer Conway

Executive Assistant, Chief Information Officer Branch  
Treasury Board of Canada Secretariat / Gouvernement du Canada  
[Jennifer.Conway@tbs-sct.gc.ca](mailto:Jennifer.Conway@tbs-sct.gc.ca) / Tel: 613-369-9634

Adjointe Exécutive, Direction du dirigeant principal de l'information  
Secrétariat du Conseil du Trésor du Canada / Gouvernement du Canada  
[Jennifer.Conway@tbs-sct.gc.ca](mailto:Jennifer.Conway@tbs-sct.gc.ca) / Tél. : 613-369-9634

**MacDonald, Jann**

**From:** Dubois, Christophe  
**Sent:** Thursday, April 19, 2018 4:08 PM  
**To:** MacDonald, Jann  
**Cc:** Fortune, Alyssa; Young, Elizabeth  
**Subject:** RE: Meeting with Alex Benay Chief Information Office of the Government of Canada

I'll come to see you Jann

---

**From:** MacDonald, Jann  
**Sent:** April-19-18 4:07 PM  
**To:** Young, Elizabeth <Elizabeth.Young@dfo-mpo.gc.ca>; Dubois, Christophe <Christophe.Dubois@dfo-mpo.gc.ca>  
**Cc:** Fortune, Alyssa <Alyssa.Fortune@dfo-mpo.gc.ca>  
**Subject:** RE: Meeting with Alex Benay Chief Information Office of the Government of Canada

Unfortunately, no, I don't have any information on that. Perhaps Alyssa or Christophe do?

---

**From:** Young, Elizabeth  
**Sent:** April-19-18 3:53 PM  
**To:** MacDonald, Jann <Jann.MacDonald@dfo-mpo.gc.ca>; Dubois, Christophe <Christophe.Dubois@dfo-mpo.gc.ca>  
**Cc:** Fortune, Alyssa <Alyssa.Fortune@dfo-mpo.gc.ca>  
**Subject:** RE: Meeting with Alex Benay Chief Information Office of the Government of Canada

Hello Jann,

CIOB led university recruitment – Cheryl participated. Did she brief you?

Which discussion with TBS – the Talent Cloud? Christophe has that info.

Elizabeth

Elizabeth Young  
613-990-0185

---

**From:** MacDonald, Jann  
**Sent:** Thursday, April 19, 2018 3:51 PM  
**To:** Young, Elizabeth <Elizabeth.Young@dfo-mpo.gc.ca>; Dubois, Christophe <Christophe.Dubois@dfo-mpo.gc.ca>  
**Cc:** Fortune, Alyssa <Alyssa.Fortune@dfo-mpo.gc.ca>  
**Subject:** RE: Meeting with Alex Benay Chief Information Office of the Government of Canada

Hello,

Susana came over to talk to me. Hachem indicated to her that he only wanted us to fill in this section:

**Attracting new talents**

**Elizabeth please address this part based on the discussion we had with TBS and our participation to the CIOB led university recruitment**

Christophe, can you provide me with information on this and I will include it in the SN.

zabeth, I have added in information on the EARB – with input from Allison. I did have some other suggestions but have been given direction not to include them.

Thanks, Jann

---

**From:** Hemken, Susana  
**Sent:** April-19-18 3:22 PM  
**To:** MacDonald, Jann <[Jann.MacDonald@dfo-mpo.gc.ca](mailto:Jann.MacDonald@dfo-mpo.gc.ca)>; Young, Elizabeth <[Elizabeth.Young@dfo-mpo.gc.ca](mailto:Elizabeth.Young@dfo-mpo.gc.ca)>  
**Subject:** RE: Meeting with Alex Benay Chief Information Office of the Government of Canada

I spoke with Hachem. Will go and see Jann.

---

**From:** MacDonald, Jann  
**Sent:** Thursday, April 19, 2018 3:20 PM  
**To:** Young, Elizabeth <[Elizabeth.Young@dfo-mpo.gc.ca](mailto:Elizabeth.Young@dfo-mpo.gc.ca)>  
**Cc:** Hemken, Susana <[Susana.Hemken@dfo-mpo.gc.ca](mailto:Susana.Hemken@dfo-mpo.gc.ca)>  
**Subject:** RE: Meeting with Alex Benay Chief Information Office of the Government of Canada

Will do.

---

**From:** Young, Elizabeth  
**Sent:** April-19-18 3:12 PM  
**To:** MacDonald, Jann <[Jann.MacDonald@dfo-mpo.gc.ca](mailto:Jann.MacDonald@dfo-mpo.gc.ca)>  
**Cc:** Hemken, Susana <[Susana.Hemken@dfo-mpo.gc.ca](mailto:Susana.Hemken@dfo-mpo.gc.ca)>  
**Subject:** RE: Meeting with Alex Benay Chief Information Office of the Government of Canada

Thanks can you go see Susana to see if Hachem has a few minutes to review with him? I don't want you to add more detail that he wants etc. If he has five minutes to review with you it may be the most efficient.

Thanks

Elizabeth

Elizabeth Young  
613-990-0185

---

**From:** MacDonald, Jann  
**Sent:** Thursday, April 19, 2018 3:01 PM  
**To:** Young, Elizabeth <[Elizabeth.Young@dfo-mpo.gc.ca](mailto:Elizabeth.Young@dfo-mpo.gc.ca)>; Dubois, Christophe <[Christophe.Dubois@dfo-mpo.gc.ca](mailto:Christophe.Dubois@dfo-mpo.gc.ca)>  
**Cc:** Fortune, Alyssa <[Alyssa.Fortune@dfo-mpo.gc.ca](mailto:Alyssa.Fortune@dfo-mpo.gc.ca)>  
**Subject:** RE: Meeting with Alex Benay Chief Information Office of the Government of Canada

I have reached out to Jennifer Conway to see if she can provide any more details on this.  
In the meantime, I am adding to Hachem's initial draft.

---

**From:** Young, Elizabeth  
**Sent:** April-18-18 2:25 PM  
**To:** Dubois, Christophe <[Christophe.Dubois@dfo-mpo.gc.ca](mailto:Christophe.Dubois@dfo-mpo.gc.ca)>; MacDonald, Jann <[Jann.MacDonald@dfo-mpo.gc.ca](mailto:Jann.MacDonald@dfo-mpo.gc.ca)>

**Cc:** Fortune, Alyssa <[Alyssa.Fortune@dfo-mpo.gc.ca](mailto:Alyssa.Fortune@dfo-mpo.gc.ca)>

**Subject:** FW: Meeting with Alex Benay Chief Information Office of the Government of Canada

Can you take a look and at what you think is relevant? Christophe can you add the Talent Cloud piece?

Thanks

Elizabeth Young  
613-990-0185

---

**From:** Ben Essalah, Hachem

**Sent:** Wednesday, April 18, 2018 2:12 PM

**To:** Young, Elizabeth <[Elizabeth.Young@dfo-mpo.gc.ca](mailto:Elizabeth.Young@dfo-mpo.gc.ca)>; Essoltani, Abdelaziz <[Abdelaziz.Essoltani@dfo-mpo.gc.ca](mailto:Abdelaziz.Essoltani@dfo-mpo.gc.ca)>

**Cc:** Hemken, Susana <[Susana.Hemken@dfo-mpo.gc.ca](mailto:Susana.Hemken@dfo-mpo.gc.ca)>; Gasana, Sandra-Umutoni <[Sandra-Umutoni.Gasana@dfo-mpo.gc.ca](mailto:Sandra-Umutoni.Gasana@dfo-mpo.gc.ca)>

**Subject:** RE: Meeting with Alex Benay Chief Information Office of the Government of Canada

Aziz and Elizabeth

Please add your parts to the Scenario note and any items you think it's worth to refer to in the SN.

On talent part we need to add what we did through university recruitment and we plan to do as well as Cloud Talent.

As we do not know the date of the meeting please do your part ASAP.

anks

**Hachem Ben Essalah**

Chief Information Officer and Director General

Fisheries and Oceans Canada / Government of Canada

[Hachem.BenEssalah@dfo-mpo.gc.ca](mailto:Hachem.BenEssalah@dfo-mpo.gc.ca) / Tel: 613-993-2051 / Fax 613-993-8930

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[Hachem.BenEssalah@dfo-mpo.gc.ca](mailto:Hachem.BenEssalah@dfo-mpo.gc.ca) / Tél : 613-993-2051 / Télécopieur : 613- 993-8930

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**From:** Laporte, Dominic

**Sent:** Wednesday, April 18, 2018 11:37 AM

**To:** Ben Essalah, Hachem <[Hachem.BenEssalah@dfo-mpo.gc.ca](mailto:Hachem.BenEssalah@dfo-mpo.gc.ca)>; Berry, Anne <[Anne.Berry@dfo-mpo.gc.ca](mailto:Anne.Berry@dfo-mpo.gc.ca)>; Bergeron, Pamella <[Pamella.Bergeron@dfo-mpo.gc.ca](mailto:Pamella.Bergeron@dfo-mpo.gc.ca)>

**Cc:** Jorgensen, Jennifer <[Jennifer.Jorgensen@dfo-mpo.gc.ca](mailto:Jennifer.Jorgensen@dfo-mpo.gc.ca)>; Hemken, Susana <[Susana.Hemken@dfo-mpo.gc.ca](mailto:Susana.Hemken@dfo-mpo.gc.ca)>;

Dagenais, Martin <[Martin.Dagenais@dfo-mpo.gc.ca](mailto:Martin.Dagenais@dfo-mpo.gc.ca)>; Jarjour, Jasmine <[Jasmine.Jarjour@dfo-mpo.gc.ca](mailto:Jasmine.Jarjour@dfo-mpo.gc.ca)>; Wallace,

Dorothy <[Dorothy.Wallace@dfo-mpo.gc.ca](mailto:Dorothy.Wallace@dfo-mpo.gc.ca)>; Young, Elizabeth <[Elizabeth.Young@dfo-mpo.gc.ca](mailto:Elizabeth.Young@dfo-mpo.gc.ca)>; Essoltani, Abdelaziz

<[Abdelaziz.Essoltani@dfo-mpo.gc.ca](mailto:Abdelaziz.Essoltani@dfo-mpo.gc.ca)>

**Subject:** Re: Meeting with Alex Benay Chief Information Office of the Government of Canada

Thank you Hachem. Please develop a scenario note highlighting the potential topics that may be brought up as well as points that Catherine may wish to bring up with Alex from a DFO's perspective.

---

**From:** Ben Essalah, Hachem  
**Sent:** Wednesday, April 18, 2018 11:05 AM  
**To:** Berry, Anne; Bergeron, Pamela  
**Cc:** Jorgensen, Jennifer; Hemken, Susana; Dagenais, Martin; Jarjour, Jasmine; Wallace, Dorothy; Laporte, Dominic; Young, Elizabeth; Essoltani, Abdelaziz  
**Subject:** RE: Meeting with Alex Benay Chief Information Office of the Government of Canada

I have no idea what Alex wants to discuss with the DM. I assume that he is doing a tour and talking to all DMs to get support for GC directions means Digitalization, better management of projects, Using the Cloud, etc.

DFO is engaged in these initiatives but for some we do not have all the required resources and skill sets

**Hachem Ben Essalah**

Chief Information Officer and Director General  
Fisheries and Oceans Canada / Government of Canada  
[Hachem.BenEssalah@dfo-mpo.gc.ca](mailto:Hachem.BenEssalah@dfo-mpo.gc.ca) / Tel: 613-993-2051 / Fax 613-993-8930

Dirigeant principal de l'information et directeur général  
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**Sent:** Tuesday, April 17, 2018 6:50 PM  
**To:** Bergeron, Pamela <[Pamella.Bergeron@dfo-mpo.gc.ca](mailto:Pamella.Bergeron@dfo-mpo.gc.ca)>  
**Cc:** Jorgensen, Jennifer <[Jennifer.Jorgensen@dfo-mpo.gc.ca](mailto:Jennifer.Jorgensen@dfo-mpo.gc.ca)>; Ben Essalah, Hachem <[Hachem.BenEssalah@dfo-mpo.gc.ca](mailto:Hachem.BenEssalah@dfo-mpo.gc.ca)>; Hemken, Susana <[Susana.Hemken@dfo-mpo.gc.ca](mailto:Susana.Hemken@dfo-mpo.gc.ca)>; Berry, Anne <[Anne.Berry@dfo-mpo.gc.ca](mailto:Anne.Berry@dfo-mpo.gc.ca)>; Dagenais, Martin <[Martin.Dagenais@dfo-mpo.gc.ca](mailto:Martin.Dagenais@dfo-mpo.gc.ca)>; Jarjour, Jasmine <[Jasmine.Jarjour@dfo-mpo.gc.ca](mailto:Jasmine.Jarjour@dfo-mpo.gc.ca)>; Wallace, Dorothy <[Dorothy.Wallace@dfo-mpo.gc.ca](mailto:Dorothy.Wallace@dfo-mpo.gc.ca)>; Laporte, Dominic <[Dominic.Laporte@dfo-mpo.gc.ca](mailto:Dominic.Laporte@dfo-mpo.gc.ca)>  
**Subject:** FW: Meeting with Alex Benay Chief Information Office of the Government of Canada

Hi Pam,  
Please task IMTS to have a look at the request below and provide a suggestion to DMO (via ADMO).

Meeting is May 3 – so let's have a game plan by Thursday to DMO on next steps after CIO office has done some digging on this.

Thank you  
Anne

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**om:** Jarjour, Jasmine  
**Sent:** April-17-18 9:34 AM  
**To:** Berry, Anne  
**Cc:** Wallace, Dorothy; Kahn, Zoe  
**Subject:** FW: Meeting with Alex Benay Chief Information Office of the Government of Canada

Good morning Anne,

We aren't too sure what the CIO is wanting to discuss with Catherine. Does HRCS have some ideas? We are trying to decide whether to task a SN or a pre-brief or both and figure you may have a better sense of the conversation and what supporting efforts would be helpful. Please let us know!

Thx.

Jasmine

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**From:** Wallace, Dorothy

**Sent:** April-17-18 9:11 AM

**To:** Jarjour, Jasmine

**Cc:** Wallace, Dorothy; Kahn, Zoe

**Subject:** FW: Meeting with Alex Benay Chief Information Office of the Government of Canada

Hi Jaz,

This is a head's-up that this meeting with Alex Benay is now scheduled for May 3<sup>rd</sup>.

I have no further information on this meeting than what is in this email (below), nothing has been tasked and a pre-brief has not been scheduled.

Any ideas/suggestions?

Thanks,

*Dorothy Wallace*

Scheduling Coordinator | Coordonnatrice de l'agenda  
Office of the Deputy Minister | Bureau de la Sous-ministre  
Fisheries and Oceans Canada | Pêches et Océans Canada  
200 Kent St, 15S010 Ottawa, ON K1A 0E6  
[dorothy.wallace@dfo-mpo.gc.ca](mailto:dorothy.wallace@dfo-mpo.gc.ca)  
Telephone | Téléphone 613-991-4849  
Government of Canada | Gouvernement du Canada

---

**From:** Conway, Jennifer [<mailto:Jennifer.Conway@tbs-sct.gc.ca>]

**Sent:** February-09-18 11:57 AM

**To:** Wallace, Dorothy

**Subject:** Meeting with Alex Benay Chief Information Office of the Government of Canada

Good morning Dorothy,

As discussed on the phone just now Alex Benay would like to meet with Deputy Minister Catherine Blewett regarding a few things.

His email address is: [Alex.benay@tbs-sct.gc.ca](mailto:Alex.benay@tbs-sct.gc.ca).

If you have more question please do not hesitate to contact me. Thank you.

Jennifer Conway

Executive Assistant, Chief Information Officer Branch  
Treasury Board of Canada Secretariat / Gouvernement du Canada  
[Jennifer.Conway@tbs-sct.gc.ca](mailto:Jennifer.Conway@tbs-sct.gc.ca) / Tel: 613-369-9634

jointe Exécutive, Direction du dirigeant principal de l'information  
Secrétariat du Conseil du Trésor du Canada / Gouvernement du Canada  
[Jennifer.Conway@tbs-sct.gc.ca](mailto:Jennifer.Conway@tbs-sct.gc.ca) / Tél. : 613-369-9634



**ibourin, Darlene**

---

**From:** MacDonald, Jann  
**Sent:** Friday, April 20, 2018 9:10 AM  
**To:** Young, Elizabeth  
**Subject:** RE: Meeting with Alex Benay Chief Information Office of the Government of Canada  
**Attachments:** MECTS-3903525.DOCX.DRF

Attachment provided elsewhere on the file.

Good morning Elizabeth,

Attached for your review is the Scenario Note for the DM meeting with the GC CIO.

Hachem provided the section titles. I have completed the sections for Attracting New Talent and the GC EARB.

I believe the green text was provided by Aziz.

Thanks, Jann

---

**From:** Young, Elizabeth  
**Sent:** April-19-18 3:12 PM  
**To:** MacDonald, Jann <Jann.MacDonald@dfo-mpo.gc.ca>  
: Hemken, Susana <Susana.Hemken@dfo-mpo.gc.ca>  
**Subject:** RE: Meeting with Alex Benay Chief Information Office of the Government of Canada

Thanks can you go see Susana to see if Hachem has a few minutes to review with him? I don't want you to add more detail that he wants etc. If he has five minutes to review with you it may be the most efficient.

Thanks

Elizabeth

Elizabeth Young  
613-990-0185

---

**From:** MacDonald, Jann  
**Sent:** Thursday, April 19, 2018 3:01 PM  
**To:** Young, Elizabeth <Elizabeth.Young@dfo-mpo.gc.ca>; Dubois, Christophe <Christophe.Dubois@dfo-mpo.gc.ca>  
**Cc:** Fortune, Alyssa <Alyssa.Fortune@dfo-mpo.gc.ca>  
**Subject:** RE: Meeting with Alex Benay Chief Information Office of the Government of Canada

I have reached out to Jennifer Conway to see if she can provide any more details on this.  
In the meantime, I am adding to Hachem's initial draft.

---

**From:** Young, Elizabeth  
**Sent:** April-18-18 2:25 PM  
**To:** Dubois, Christophe <Christophe.Dubois@dfo-mpo.gc.ca>; MacDonald, Jann <Jann.MacDonald@dfo-mpo.gc.ca>  
**Cc:** Fortune, Alyssa <Alyssa.Fortune@dfo-mpo.gc.ca>  
**Subject:** FW: Meeting with Alex Benay Chief Information Office of the Government of Canada

Can you take a look and at what you think is relevant? Christophe can you add the Talent Cloud piece?

Thanks

Elizabeth Young  
613-990-0185

---

**From:** Ben Essalah, Hachem  
**Sent:** Wednesday, April 18, 2018 2:12 PM  
**To:** Young, Elizabeth <[Elizabeth.Young@dfo-mpo.gc.ca](mailto:Elizabeth.Young@dfo-mpo.gc.ca)>; Essoltani, Abdelaziz <[Abdelaziz.Essoltani@dfo-mpo.gc.ca](mailto:Abdelaziz.Essoltani@dfo-mpo.gc.ca)>  
**Cc:** Hemken, Susana <[Susana.Hemken@dfo-mpo.gc.ca](mailto:Susana.Hemken@dfo-mpo.gc.ca)>; Gasana, Sandra-Umutoni <[Sandra-Umutoni.Gasana@dfo-mpo.gc.ca](mailto:Sandra-Umutoni.Gasana@dfo-mpo.gc.ca)>  
**Subject:** RE: Meeting with Alex Benay Chief Information Office of the Government of Canada

Aziz and Elizabeth

Please add your parts to the Scenario note and any items you think it's worth to refer to in the SN.

On talent part we need to add what we did through university recruitment and we plan to do as well as Cloud Talent.

As we do not know the date of the meeting please do your part ASAP.

Thanks

**Hachem Ben Essalah**

Chief Information Officer and Director General  
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**From:** Laporte, Dominic  
**Sent:** Wednesday, April 18, 2018 11:37 AM  
**To:** Ben Essalah, Hachem <[Hachem.BenEssalah@dfo-mpo.gc.ca](mailto:Hachem.BenEssalah@dfo-mpo.gc.ca)>; Berry, Anne <[Anne.Berry@dfo-mpo.gc.ca](mailto:Anne.Berry@dfo-mpo.gc.ca)>; Bergeron, Pamela <[Pamella.Bergeron@dfo-mpo.gc.ca](mailto:Pamella.Bergeron@dfo-mpo.gc.ca)>  
**Cc:** Jorgensen, Jennifer <[Jennifer.Jorgensen@dfo-mpo.gc.ca](mailto:Jennifer.Jorgensen@dfo-mpo.gc.ca)>; Hemken, Susana <[Susana.Hemken@dfo-mpo.gc.ca](mailto:Susana.Hemken@dfo-mpo.gc.ca)>; Dagenais, Martin <[Martin.Dagenais@dfo-mpo.gc.ca](mailto:Martin.Dagenais@dfo-mpo.gc.ca)>; Jarjour, Jasmine <[Jasmine.Jarjour@dfo-mpo.gc.ca](mailto:Jasmine.Jarjour@dfo-mpo.gc.ca)>; Wallace, Dorothy <[Dorothy.Wallace@dfo-mpo.gc.ca](mailto:Dorothy.Wallace@dfo-mpo.gc.ca)>; Young, Elizabeth <[Elizabeth.Young@dfo-mpo.gc.ca](mailto:Elizabeth.Young@dfo-mpo.gc.ca)>; Essoltani, Abdelaziz <[Abdelaziz.Essoltani@dfo-mpo.gc.ca](mailto:Abdelaziz.Essoltani@dfo-mpo.gc.ca)>  
**Subject:** Re: Meeting with Alex Benay Chief Information Office of the Government of Canada

Thank you Hachem. Please develop a scenario note highlighting the potential topics that may be brought up as well as points that Catherine may wish to bring up with Alex from a DFO's perspective.

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**From:** Ben Essalah, Hachem  
**Sent:** Wednesday, April 18, 2018 11:05 AM  
**To:** Berry, Anne; Bergeron, Pamela  
**Cc:** Jorgensen, Jennifer; Hemken, Susana; Dagenais, Martin; Jarjour, Jasmine; Wallace, Dorothy; Laporte, Dominic; Young, Elizabeth; Essoltani, Abdelaziz  
**Subject:** RE: Meeting with Alex Benay Chief Information Office of the Government of Canada

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DFO in engaged in these initiatives but for some we do not have all the required resources and skill sets

### **Hachem Ben Essalah**

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rigéant principal de l'information et directeur général  
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---

**From:** Berry, Anne  
**Sent:** Tuesday, April 17, 2018 6:50 PM  
**To:** Bergeron, Pamela <[Pamella.Bergeron@dfo-mpo.gc.ca](mailto:Pamella.Bergeron@dfo-mpo.gc.ca)>  
**Cc:** Jorgensen, Jennifer <[Jennifer.Jorgensen@dfo-mpo.gc.ca](mailto:Jennifer.Jorgensen@dfo-mpo.gc.ca)>; Ben Essalah, Hachem <[Hachem.BenEssalah@dfo-mpo.gc.ca](mailto:Hachem.BenEssalah@dfo-mpo.gc.ca)>; Hemken, Susana <[Susana.Hemken@dfo-mpo.gc.ca](mailto:Susana.Hemken@dfo-mpo.gc.ca)>; Berry, Anne <[Anne.Berry@dfo-mpo.gc.ca](mailto:Anne.Berry@dfo-mpo.gc.ca)>; Dagenais, Martin <[Martin.Dagenais@dfo-mpo.gc.ca](mailto:Martin.Dagenais@dfo-mpo.gc.ca)>; Jarjour, Jasmine <[Jasmine.Jarjour@dfo-mpo.gc.ca](mailto:Jasmine.Jarjour@dfo-mpo.gc.ca)>; Wallace, Dorothy <[Dorothy.Wallace@dfo-mpo.gc.ca](mailto:Dorothy.Wallace@dfo-mpo.gc.ca)>; Laporte, Dominic <[Dominic.Laporte@dfo-mpo.gc.ca](mailto:Dominic.Laporte@dfo-mpo.gc.ca)>  
**Subject:** FW: Meeting with Alex Benay Chief Information Office of the Government of Canada

Hi Pam,  
Please task IMTS to have a look at the request below and provide a suggestion to DMO (via ADMO).

Meeting is May 3 – so let's have a game plan by Thursday to DMO on next steps after CIO office has done some digging on this.

Thank you  
Anne

---

**om:** Jarjour, Jasmine  
**nt:** April-17-18 9:34 AM  
**To:** Berry, Anne  
**Cc:** Wallace, Dorothy; Kahn, Zoe  
**Subject:** FW: Meeting with Alex Benay Chief Information Office of the Government of Canada

Morning Anne,

We aren't too sure what the CIO is wanting to discuss with Catherine. Does HRCS have some ideas? We are trying to decide whether to task a SN or a pre-brief or both and figure you may have a better sense of the conversation and what supporting efforts would be helpful. Please let us know!

Thx.

Jasmine

---

**From:** Wallace, Dorothy

**Sent:** April-17-18 9:11 AM

**To:** Jarjour, Jasmine

**Cc:** Wallace, Dorothy; Kahn, Zoe

**Subject:** FW: Meeting with Alex Benay Chief Information Office of the Government of Canada

Hi Jaz,

This is a head's-up that this meeting with Alex Benay is now scheduled for May 3<sup>rd</sup>.

I have no further information on this meeting than what is in this email (below), nothing has been tasked and a pre-brief has not been scheduled.

Any ideas/suggestions?

Thanks,

*Dorothy Wallace*

Scheduling Coordinator | Coordonnatrice de l'agenda  
Office of the Deputy Minister | Bureau de la Sous-ministre  
Fisheries and Oceans Canada | Pêches et Océans Canada  
200 Kent St, 15S010 Ottawa, ON K1A 0E6  
[dorothy.wallace@dfo-mpo.gc.ca](mailto:dorothy.wallace@dfo-mpo.gc.ca)  
Telephone | Téléphone 613-991-4849  
Government of Canada | Gouvernement du Canada

---

**From:** Conway, Jennifer [<mailto:Jennifer.Conway@tbs-sct.gc.ca>]

**Sent:** February-09-18 11:57 AM

**To:** Wallace, Dorothy

**Subject:** Meeting with Alex Benay Chief Information Office of the Government of Canada

Good morning Dorothy,

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Executive Assistant, Chief Information Officer Branch  
Treasury Board of Canada Secretariat / Gouvernement du Canada  
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Adjointe Exécutive, Direction du dirigeant principal de l'information  
Secrétariat du Conseil du Trésor du Canada / Gouvernement du Canada  
[Jennifer.Conway@tbs-sct.gc.ca](mailto:Jennifer.Conway@tbs-sct.gc.ca) / Tél. : 613-369-9634

## Aboubaker, Fosia

---

**From:** Hemken, Susana  
**Sent:** April-20-18 2:39 PM  
**To:** Ben Essalah, Hachem  
**Cc:** Gasana, Sandra-Umutoni  
**Subject:** For your approval: RE: Meeting with Alex Benay Chief Information Office of the Government of Canada  
**Attachments:** MECTS-3903525.DOCX.DRF

Hello Hachem,

Please find attached the completed scenario note for your comments / approval.

BMIE provided input to the sections for Attracting New Talent and the GC EARB.

I believe Aziz provided items in green.

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**To:** Young, Elizabeth <[Elizabeth.Young@dfo-mpo.gc.ca](mailto:Elizabeth.Young@dfo-mpo.gc.ca)>; Essoltani, Abdelaziz <[Abdelaziz.Essoltani@dfo-mpo.gc.ca](mailto:Abdelaziz.Essoltani@dfo-mpo.gc.ca)>  
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**From:** Laporte, Dominic

**Sent:** Wednesday, April 18, 2018 11:37 AM

**To:** Ben Essalah, Hachem <Hachem.BenEssalah@dfo-mpo.gc.ca>; Berry, Anne <Anne.Berry@dfo-mpo.gc.ca>; Bergeron, Pamela <Pamella.Bergeron@dfo-mpo.gc.ca>

**Cc:** Jorgensen, Jennifer <Jennifer.Jorgensen@dfo-mpo.gc.ca>; Hemken, Susana <Susana.Hemken@dfo-mpo.gc.ca>; Dagenais, Martin <Martin.Dagenais@dfo-mpo.gc.ca>; Jarjour, Jasmine <Jasmine.Jarjour@dfo-mpo.gc.ca>; Wallace, Dorothy <Dorothy.Wallace@dfo-mpo.gc.ca>; Young, Elizabeth <Elizabeth.Young@dfo-mpo.gc.ca>; Essoltani, Abdelaziz <Abdelaziz.Essoltani@dfo-mpo.gc.ca>

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Telephone | Téléphone 613-991-4849  
Government of Canada | Gouvernement du Canada

**From:** Conway, Jennifer [<mailto:Jennifer.Conway@tbs-sct.gc.ca>]

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[Jennifer.Conway@tbs-sct.gc.ca](mailto:Jennifer.Conway@tbs-sct.gc.ca) / Tél. : 613-369-9634

## **Susana Hemken**

Executive Advisor, Information Management & Technology Services  
Fisheries and Oceans Canada / Government of Canada  
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Conseillère exécutive, Gestion de l'information et des services de la technologie  
Pêches et Océans Canada / Gouvernement du Canada  
[Susana.Hemken@dfo-mpo.gc.ca](mailto:Susana.Hemken@dfo-mpo.gc.ca) / Tél : 613-993-2052 / Télécopieur : 613- 993-8930



Approved by (insert name)

Docket #: 2018-009-00233  
Security Classification: UNCLASSIFIED

## **SCENARIO NOTE FOR THE DEPUTY MINISTER**

### **MEETING WITH THE CIO OF THE GOVERNMENT OF CANADA**

#### **Date and Location of Meeting**

This meeting will take place on Friday, November 2, 2018, from 4:00 p.m. to 4:30 p.m. by phone.

This meeting is at the request of the Government of Canada Chief Information Officer (GC CIO)

#### **ITEMS OF INTEREST TO THE GC CIO**

##### **Launch of IT Planning Cycle for 2019/20**

- The IT Planning cycle was launched on September 11, 2018 at the Deputy Minister Committee on Enterprise Priorities and Planning
- The departmental IT Plan is founded upon the IM/IT priorities which the Department and the CIO intend to undertake over the next one to three years, and is established through consultation between Regions, Sectors and Information Management and Technology Services.
- The IM/IT priorities include 40 active IT projects, 66 new IT projects requested by program managers, as well as other operational activities to support program delivery.
- Treasury Board Secretariat leads the consolidation of all departmental priorities into one Government of Canada, enterprise wide prioritized list. The GC enterprise wide prioritized list is subsequently used to determine Shared Service Canada priorities.
- 

#### **Key Points to Register**

- While the Government of Canada prioritization process focusses on enterprise wide priorities, they are not all in alignment with departmental program delivery priorities which puts program IM/IT dependencies at risk, especially where there is a dependency on Shared Services Canada.
- The departmental prioritized list was endorsed by the departmental National Informatics Advisory Committee (NIAC) on October 1<sup>st</sup>, 2018 and was presented at the October 22<sup>nd</sup>, 2018 Operations Committee meeting.
- Information Management and Technology Services has developed the list of departmental 2019/20 IT Priorities in collaboration with Sectors and Regions. The list reflects the current departmental priorities and the Government of Canada model of continuously updating information allows adjustments to departmental priorities as they evolve in order to best delivery departmental programs. The continuous updating model

that the Government of Canada has moved to will allow adjustments to departmental priorities as they evolve in order to best meet program delivery needs.

### **Digitalization**

- CIOB is developing a digital strategy and supporting policy. Digital principles were developed and shared with departmental CIOs.
- DFO Management team met with the government Chief Technology Officer (CTO) to discuss these principles and their implementation as well as the CIOB direction for Digitalization.
- DFO CIO has raised the importance of digitalization of DFO business processes at multiple Forums with Regional and Sectoral as well as Canadian Coast Guard management.
- A new Executive position has been created within IM&TS to plan and lead the digitalization initiative.

### **Key Points to Register**

- DFO supports the government direction on digitalization and would like to see TBS take a leadership role in developing digital literacy; both within the CIOs organization and within programs, through the establishment of learning and development opportunities.

### **Cloud Computing**

- SSC has established contracts for departments to leverage to obtain cloud services;
- DFO was among the first departments to make use of these contracts.
- DFO is building a team to support the approach “The Cloud First” to respond to the demand from Sectors and Regions in a managed manner.
- DFO has identified potential candidate applications for the Cloud.
- With the current challenges of the Department in obtaining IT services from SSC, the Cloud represents a great alternative especially since the majority of DFO data is not classified.

### **Key Points to Register**

- DFO supports the government direction for the cloud and will make efficient use of SSC contracts.
- As this is new to the government, and similar to digitalization, there is a pressing need for IT development to help departmental staff acquire and develop the required competencies and skill sets.
- DFO is one of the first departments to start developing applications and systems in the Cloud environment.
- The Department currently has three (3) Proof of Concept Cloud initiatives underway:

High Performance Computing (HPC), Web Applications and Data Storage. IM&TS is also investigating the use of Artificial Intelligence/Machine Learning with Conservation and Protection.

### **Mobile applications**

- DFO is introducing Mobile applications technologies to help conservation and protection Officers to enforce their activities, promote compliance, stewardship and sustainability of fisheries.

### **Attracting new talent – GC Talent Cloud and CIOB University Recruitment**

- The GC Talent Cloud strives to be a digital repository of pre-qualified talented individuals that can be quickly engaged for project based work with in the Government of Canada.
- This initiative is being led by Treasury Board Secretariat (TBS) with multiple signatory departments including the Department of Fisheries and Oceans (DFO).

### **Key Points to Register**

- The Secretary and the union both strongly support this initiative.
- The official launch of the GC Talent Cloud is scheduled for October 15, 2018 and will include 2 Talent Cloud positions to be staffed.
- The first streams of positions to be included in the Talent Portal will be digital and technology related.
- Future plans include an Indigenous Talent Portal and determining how to address under represented groups including women in technology.

### **Considerations**

- GC Talent Cloud can support accelerated staffing for determinate positions. However; DFO will need to focus on how candidates meet the requirements of a position rather than standard biographical information. DFO will also need to provide information regarding management and the organization to attract the required talent.
- A Protected B solution to support the Talent Cloud is not yet available; therefore, only Protected A information can be gathered (i.e. Employment Equity information can not be gathered via the Talent Cloud).
- TBS organized a recruitment event to bring together GC technology employers and potential qualified candidates – ConneCSion – that had been assessed on required CS competencies.
- IM&TS attended a half-day session to meet these candidates in person. This event resulted in IM&TS offering employment to two of the candidates.

### **GC Enterprise Architecture Review Board**

- The GC Enterprise Architecture Review Board (GC EARB) is mandated to further the GC Enterprise Vision by validating, recommending and approving IM/IT solutions that will further the "Whole of Government agenda as one Enterprise".
- The GC EARB is empowered to endorse IM/IT investment requests. The EARB will provide the rationale for approval or rejection of requests that are considered.
- The EARB is expected to also influence, apply and share in the development of IM/IT policies, standards, Enterprise Architecture artefacts and the identification of innovation opportunities.
- GC EARB will provide guidance towards Enterprise Solutions, input into the Shared Service Canada (SSC) Change Management process and communicate widely adopted GC Enterprise Architecture direction and standards.

### **Key Points to Register**

- DFO has an established Departmental Architecture Review Board (DARB) that meets on a monthly basis.
- DFO participates in the GC EARB as observers, monitors the GCconnex site information and shares relevant material within the Department.
- The DFO Enterprise Architecture team has adapted some of the templates from GC EARB as models for DARB submission templates. That way, projects that have been presented to DFO's DARB will be well-prepared for GC EARB review, if required.
- TBS-CIOB has requested that EFM SI project be presented to GC EARB. Date TBC.

### **Overall**

- DFO participates actively to the CIOB Committees and working group. The CIO is a member of the CIO Council and a member of the CIOC HR subcommittee.
- DFO participates to the Monthly Public Sector CIO Council Cloud Sub Committee meeting.



Fisheries and Oceans Canada  
Correspondence Routing Slip

Fiche d'acheminement de correspondance  
Pêches et Océans Canada

CLASSIFICATION  
GCCMS #:2018-009-00233  
EKME #: 3903525

To:  
Pour: Catherine Blewett

Date:

Object: MEETING WITH THE CIO OF THE GOVERNMENT OF CANADA  
Objet:

From /  
De: Hachem Ben Essalah, Chief Information Officer

Via: Dominic Laporte, ADM, Human Resources and Corporate Services

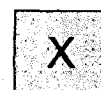
Additional approvals:  
Autre(s) approbation(s):



Material for the Minister  
Documents pour le Ministre



Your Signature  
Votre signature



Information

Screen:  
Filtre:

Remarks:  
Remarques:

Distribution:

Drafting Officer/  
Rédacteur:

Hachem Ben Essalah/613 993-2051

**Hash, Rhonda**

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**From:** Young, Elizabeth  
**Sent:** Friday, April 27, 2018 10:50 AM  
**To:** Dubois, Christophe; Hash, Rhonda  
**Subject:** RE: Talent Cloud Phase II Partnership - MOU and draft briefing note

Hello Christophe,

Have you reviewed the MOU? Any concerns?

Please advise.

Elizabeth

Elizabeth Young  
613-990-0185

---

**From:** Dubois, Christophe  
**Sent:** Friday, April 27, 2018 10:46 AM  
**To:** Young, Elizabeth <Elizabeth.Young@dfo-mpo.gc.ca>; Hash, Rhonda <Rhonda.Hash@dfo-mpo.gc.ca>  
**Subject:** FW: Talent Cloud Phase II Partnership - MOU and draft briefing note

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**From:** Talent Cloud-nuage de talents [<mailto:Talent.Cloud-nuage.de.talents@tbs-sct.gc.ca>]  
**Sent:** March-19-18 11:27 AM  
**To:** Dubois, Christophe <[Christophe.Dubois@dfo-mpo.gc.ca](mailto:Christophe.Dubois@dfo-mpo.gc.ca)>; Mongeon, Michel <[Michel.Mongeon@dfo-mpo.gc.ca](mailto:Michel.Mongeon@dfo-mpo.gc.ca)>  
**Cc:** Hunter, Lauren <[Lauren.Hunter@tbs-sct.gc.ca](mailto:Lauren.Hunter@tbs-sct.gc.ca)>; Merrifield, Shelley <[Shelley.Merrifield@tbs-sct.gc.ca](mailto:Shelley.Merrifield@tbs-sct.gc.ca)>; Kwok, Rosita <[Rosita.Kwok@tbs-sct.gc.ca](mailto:Rosita.Kwok@tbs-sct.gc.ca)>; Edwards, Cheryl <[Cheryl.Edwards@dfo-mpo.gc.ca](mailto:Cheryl.Edwards@dfo-mpo.gc.ca)>; Giroux, Mathieu <[Mathieu.Giroux@dfo-mpo.gc.ca](mailto:Mathieu.Giroux@dfo-mpo.gc.ca)>; Fortune, Alyssa <[Alyssa.Fortune@dfo-mpo.gc.ca](mailto:Alyssa.Fortune@dfo-mpo.gc.ca)>  
**Subject:** Talent Cloud Phase II Partnership - MOU and draft briefing note

Christophe and Michel,

Thank you for attending the information session on the Talent Cloud project and for expressing interest in potentially joining the Talent Cloud project for 2018-19.

Attached please find the draft MOU for partnering departments. For your department's convenience, we have also attached a draft briefing note on GC Talent Cloud. The briefing note is a draft only - please feel free to edit/use any or none of it (as you see fit).

The deck presented at the session is available in both official languages on GCcollab (which you can sign into using your Government of Canada email address). We can also send these documents directly to you if you have any issues accessing them on GCcollab.

[English version](#)

[French version](#)

GC Talent Cloud recognizes that signing onto a project like this may require a further presentation to senior decision makers in partnering departments. The Talent Cloud team is happy to present further information about the project to interested departments. (Given the demand from departments for signing the Phase II MOU with Talent Cloud, we would encourage interested departments to schedule any further presentations sooner rather than later.)

If you would like to schedule a presentation at your department or have any questions about the attachments, email us at [Talent.cloud-nuage.de.talents@tbs-sct.gc.ca](mailto:Talent.cloud-nuage.de.talents@tbs-sct.gc.ca)

Best,  
The Talent Cloud team



**Sioufi, Georges**

**From:** Ben Essalah, Hachem  
**Sent:** Friday, April 27, 2018 11:06 AM  
**To:** Young, Elizabeth; Dubois, Christophe  
**Cc:** Hash, Rhonda  
**Subject:** Re: time for a quick chat today?

I agree

Sent from my BlackBerry 10 smartphone on the Rogers network.

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**From:** Young, Elizabeth  
**Sent:** Friday, April 27, 2018 11:05 AM  
**To:** Ben Essalah, Hachem; Dubois, Christophe  
**Cc:** Hash, Rhonda  
**Subject:** RE: time for a quick chat today?

I don't think we want to be the HR Superuser ...that would be Christophe I think.

But you could be the primary point of contact and I could be your backup.

Elizabeth

Elizabeth Young  
613-990-0185

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**From:** Ben Essalah, Hachem  
**Sent:** Friday, April 27, 2018 11:04 AM  
**To:** Young, Elizabeth <Elizabeth.Young@dfo-mpo.gc.ca>; Dubois, Christophe <Christophe.Dubois@dfo-mpo.gc.ca>  
**Cc:** Hash, Rhonda <Rhonda.Hash@dfo-mpo.gc.ca>  
**Subject:** Re: time for a quick chat today?

It should be me and you as the alternate?

Sent from my BlackBerry 10 smartphone on the Rogers network.

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**From:** Young, Elizabeth  
**Sent:** Friday, April 27, 2018 11:00 AM  
**To:** Dubois, Christophe; Ben Essalah, Hachem  
**Cc:** Hash, Rhonda  
**Subject:** RE: time for a quick chat today?

Follow-up from the MOU

- Identify an HR superuser who will be the HR point person for each Partner Department to receive, process and report back on all Talent Cloud staffing actions during its pilot phase (time commitment: 2-3 hours/week on average). The HR superuser may also function as the Partner Department's primary point of contact, if desired; - **Christophe will this be you**

- Identify an EX level representative (DG level; senior director accepted as alternate) to sit on the Signatory Departments Talent Cloud Advisory Committee, which will meet quarterly; - **Hachem do you want this to be, Eric Morin, you or????**
- Upon receipt of an invoice issued by TBS CIOB on the funding schedule (Appendix A), transfer the funds invoiced; **This will be \$120,000**
- Agree to the 1 year MOU.

Elizabeth Young  
613-990-0185

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**From:** Dubois, Christophe  
**Sent:** Friday, April 27, 2018 10:55 AM  
**To:** Young, Elizabeth <[Elizabeth.Young@dfo-mpo.gc.ca](mailto:Elizabeth.Young@dfo-mpo.gc.ca)>; Ben Essalah, Hachem <[Hachem.BenEssalah@dfo-mpo.gc.ca](mailto:Hachem.BenEssalah@dfo-mpo.gc.ca)>  
**Cc:** Hash, Rhonda <[Rhonda.Hash@dfo-mpo.gc.ca](mailto:Rhonda.Hash@dfo-mpo.gc.ca)>  
**Subject:** RE: time for a quick chat today?

No Concern

Christophe

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**From:** Young, Elizabeth  
**Sent:** April-27-18 10:52 AM  
: Ben Essalah, Hachem <[Hachem.BenEssalah@dfo-mpo.gc.ca](mailto:Hachem.BenEssalah@dfo-mpo.gc.ca)>  
**Cc:** Dubois, Christophe <[Christophe.Dubois@dfo-mpo.gc.ca](mailto:Christophe.Dubois@dfo-mpo.gc.ca)>; Hash, Rhonda <[Rhonda.Hash@dfo-mpo.gc.ca](mailto:Rhonda.Hash@dfo-mpo.gc.ca)>  
**Subject:** FW: time for a quick chat today?

FYI – the Talent Cloud MOU. Cost \$120,000

Christophe any concerns?

Rhonda – best RC for this to come from?

Thanks,

Elizabeth

Elizabeth Young  
613-990-0185

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**From:** Merrifield, Shelley [<mailto:Shelley.Merrifield@tbs-sct.gc.ca>]  
**Sent:** Friday, April 27, 2018 10:48 AM  
**To:** Young, Elizabeth <[Elizabeth.Young@dfo-mpo.gc.ca](mailto:Elizabeth.Young@dfo-mpo.gc.ca)>; Hash, Rhonda <[Rhonda.Hash@dfo-mpo.gc.ca](mailto:Rhonda.Hash@dfo-mpo.gc.ca)>; Dubois, Christophe <[Christophe.Dubois@dfo-mpo.gc.ca](mailto:Christophe.Dubois@dfo-mpo.gc.ca)>  
**Cc:** Hunter, Lauren <[Lauren.Hunter@tbs-sct.gc.ca](mailto:Lauren.Hunter@tbs-sct.gc.ca)>; Kwok, Rosita <[Rosita.Kwok@tbs-sct.gc.ca](mailto:Rosita.Kwok@tbs-sct.gc.ca)>  
**Subject:** RE: time for a quick chat today?

Hi Elizabeth;

Sorry about that. I have attached a copy of the MOU.

Thanks!

elley ☺

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**From:** Young, Elizabeth [<mailto:Elizabeth.Young@dfo-mpo.gc.ca>]  
**Sent:** April 27, 2018 10:41 AM  
**To:** Merrifield, Shelley <[Shelley.Merrifield@tbs-sct.gc.ca](mailto:Shelley.Merrifield@tbs-sct.gc.ca)>; Hash, Rhonda: DFO.MPO <[Rhonda.Hash@dfo-mpo.gc.ca](mailto:Rhonda.Hash@dfo-mpo.gc.ca)>;  
Dubois, Christophe: DFO.MPO <[christophe.dubois@dfo-mpo.gc.ca](mailto:christophe.dubois@dfo-mpo.gc.ca)>  
**Cc:** Hunter, Lauren <[Lauren.Hunter@tbs-sct.gc.ca](mailto:Lauren.Hunter@tbs-sct.gc.ca)>; Kwok, Rosita <[Rosita.Kwok@tbs-sct.gc.ca](mailto:Rosita.Kwok@tbs-sct.gc.ca)>  
**Subject:** RE: time for a quick chat today?

Hello,

I may have missed the e-mail but I don't have the MOU. Can you resend please?

Thanks

Elizabeth

Elizabeth Young  
613-990-0185

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**From:** Merrifield, Shelley [<mailto:Shelley.Merrifield@tbs-sct.gc.ca>]  
**Sent:** Friday, April 27, 2018 10:38 AM  
**To:** Young, Elizabeth <[Elizabeth.Young@dfo-mpo.gc.ca](mailto:Elizabeth.Young@dfo-mpo.gc.ca)>  
**Cc:** Hunter, Lauren <[Lauren.Hunter@tbs-sct.gc.ca](mailto:Lauren.Hunter@tbs-sct.gc.ca)>; Kwok, Rosita <[Rosita.Kwok@tbs-sct.gc.ca](mailto:Rosita.Kwok@tbs-sct.gc.ca)>  
**Subject:** FW: time for a quick chat today?

Good Morning Elizabeth;

I wanted to touch base with you regarding the MOU between DFO and Talent Cloud to see where things stand. Do you need any additional information from us in order to expedite this process?

Please feel free to contact me if you have any questions or would like any further discussion.

### **Shelley Merrifield**

Talent Cloud | Nuage de talents  
Chief Information Officer Branch | Direction du dirigeant principal de l'information  
Treasury Board of Canada Secretariat | Secrétariat du Conseil du Trésor du Canada  
<https://gccollab.ca/groups/profile/19750/entalent-cloudfrnuage-de-talent>

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**From:** Hunter, Lauren  
**Sent:** April 5, 2018 10:18 AM  
**To:** Ben Essalah, Hachem <[Hachem.BenEssalah@dfo-mpo.gc.ca](mailto:Hachem.BenEssalah@dfo-mpo.gc.ca)>  
**Cc:** Young, Elizabeth <[Elizabeth.Young@dfo-mpo.gc.ca](mailto:Elizabeth.Young@dfo-mpo.gc.ca)>; Kwok, Rosita <[Rosita.Kwok@tbs-sct.gc.ca](mailto:Rosita.Kwok@tbs-sct.gc.ca)>  
**Subject:** Re: time for a quick chat today?

Wonderful Emilio! Thank you so much!

We'll be in touch to follow up with details on the MOU.

I the best,  
Lauren

Sent from my BlackBerry 10 smartphone on the Bell network.

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**From:** Ben Essalah, Hachem  
**Sent:** Thursday, April 5, 2018 10:16 AM  
**To:** Hunter, Lauren  
**Cc:** Young, Elizabeth  
**Subject:** RE: time for a quick chat today?

Hi Lauren

I confirm DFO/CIO participation. Your contact for this file is Elizabeth our Senior director.

Thanks

**Hachem Ben Essalah**

Chief Information Officer and Director General  
Fisheries and Oceans Canada / Government of Canada  
[Hachem.BenEssalah@dfo-mpo.gc.ca](mailto:Hachem.BenEssalah@dfo-mpo.gc.ca) / Tel: 613-993-2051 / Fax 613-993-8930

Dirigeant principal de l'information et directeur général  
Pêches et Océans Canada / Gouvernement du Canada  
[Hachem.BenEssalah@dfo-mpo.gc.ca](mailto:Hachem.BenEssalah@dfo-mpo.gc.ca) / Tél : 613-993-2051 / Télécopieur : 613- 993-8930

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**From:** Hunter, Lauren [<mailto:Lauren.Hunter@tbs-sct.gc.ca>]  
**Sent:** Thursday, April 5, 2018 9:52 AM  
**To:** Ben Essalah, Hachem <[Hachem.BenEssalah@dfo-mpo.gc.ca](mailto:Hachem.BenEssalah@dfo-mpo.gc.ca)>  
**Subject:** time for a quick chat today?  
**Importance:** High

Hachem,

I was wondering if you might have time for a quick call sometime today.

We've been asked to put together a list of departments interested in Phase II Talent Cloud – those who are in for sure, likely in or potential.

The list is being requested by the President of Treasury Board's Office, for circulation to the Clerk and deputies.

It would be great if we could include DFO somewhere on the list, but I would really like to confirm with you first.

Thanks in advance – and sorry about the short notice. (The request followed a surprise briefing to the President's Office yesterday.)

Lauren

**Lauren Hunter**

**Chief architect/Chef d'équipe**

**Cloud Team/Équipe de nuage de talent**

**Chief Information Officer Branch/ Direction du dirigeant principal de l'information**

**Treasury Board of Canada Secretariat / Secrétariat du Conseil du Trésor du Canada**

**Government of Canada / Gouvernement du Canada**

**lauren.hunter@tbs-sct.gc.ca / Tel: 613-240-8871**

<b>AGENDA / ORDRE DU JOUR</b> <b>ADM COMMITTEE ON ENTERPRISE PRIORITIES AND PLANNING (ADM CEPP) /</b> <b>COMITÉ DES SMA SUR LES PRIORITÉS ET LA PLANIFICATION INTÉGRÉS (SMA CPPI)</b> <b>May 11, 2018 1:30 p.m. – 3:30 p.m. / Le 11 mai 2018, 13 h 30 à 15 h 30</b> <b>90 Elgin Street, 2<sup>nd</sup> Floor, Room 2025 / 90, rue Elgin, 2<sup>ème</sup> étage, pièce 2025</b>			
	ITEM / POINT	PRESENTER / PRÉSENTATEUR (TRICE)	DURATION / DURÉE
1.	<b>Introductory Remarks / Mots de bienvenue</b> <ul style="list-style-type: none"> <li>Approval of Record of Discussion for April 13, 2018 meeting</li> </ul> <b>(ENDORSEMENT)</b>	Co-chairs / Coprésidents	5 min
2.	<b>Status Update on Enterprise IT Planning and Prioritization /</b> <b>Rapport de la situation sur la planification et établissement</b> <b>des priorités en matière de TI</b>  <b>(INFORMATION)</b>	John Samuel (SSC/SPC) / Denise Gomes & Jennifer Player (TBS/SCT)	20 min
3.	<b>Talent Cloud / Nuage de talents</b>  <b>(DISCUSSION)</b>	Olivia Neal / Lauren Hunter (TBS/SCT)	30 min
4.	<b>Deployment of Clarity Across the GC / Déploiement de</b> <b>Clarity à la grandeur du GC</b>  <b>(INFORMATION)</b>	Denise Gomes & Jennifer Player (TBS/SCT)	20 min
5.	<b>SSC Information Technology Refresh Program / Programme</b> <b>de rafraîchissement de la technologie de l'information de</b> <b>SPC</b>  <b>(ENDORSEMENT)</b>	Louis-Paul Normand (SSC/SPC)	40 mins
6.	<b>Closing Remarks / Mots de clôture</b>	Co-chairs / Coprésidents	5 min

**Graham, Richard**

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**From:** Kiefl, Richard  
**Sent:** 2018-May-15 3:49 PM  
**To:** Young, Elizabeth; Ben Essalah, Hachem; Dubois, Christophe; MacDonald, Jann  
**Cc:** Hemken, Susana  
**Subject:** Re: Talent Cloud - announcing partner departments on non-official twitter account

**Categories:** Red Category

I think this is good and will inform communications

Sent from my BlackBerry 10 smartphone on the Rogers network.

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**From:** Young, Elizabeth  
**Sent:** Tuesday, May 15, 2018 3:38 PM  
**To:** Ben Essalah, Hachem; Dubois, Christophe; Kiefl, Richard; MacDonald, Jann  
**Cc:** Hemken, Susana  
**Subject:** FW: Talent Cloud - announcing partner departments on non-official twitter account

Thoughts?

Elizabeth Young  
613-990-0185

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**From:** Kwok, Rosita [mailto:Rosita.Kwok@tbs-sct.gc.ca]  
**Sent:** Tuesday, May 15, 2018 3:38 PM  
**To:** Young, Elizabeth <Elizabeth.Young@dfo-mpo.gc.ca>  
**Subject:** Talent Cloud - announcing partner departments on non-official twitter account

Good afternoon Elizabeth,

The Talent Cloud team has a non-official twitter account (@TalentCloudGC) that is solely used and managed by the team, and we would like to announce the confirmed Phase II partners through that channel, as well as to recognize our Phase I partners.

In our early draft (which we'd be happy to share if interested), we will be thanking the partners at the departmental level. The Twitter handle that we are thinking of using for DFO is @FishOceansCAN

Will your team be comfortable with us doing that?

Many thanks,  
Rosita

**Rosita Kwok**

Talent Cloud | Nuage de talents  
Chief Information Officer Branch | Direction du dirigeant principal de l'information  
Treasury Board of Canada Secretariat | Secrétariat du Conseil du Trésor du Canada  
<https://gccollab.ca/groups/profile/19750/entalent-cloudfrnuage-de-talent>

**Sioufi, Georges**

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**From:** Hash, Rhonda  
**Sent:** Wednesday, May 16, 2018 9:57 AM  
**To:** Dubois, Christophe  
**Subject:** FW: GC Talent Cloud MOU  
**Attachments:** Scanned from a Xerox Multifunction Printer.pdf

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**From:** Hash, Rhonda  
**Sent:** May-09-18 9:58 AM  
**To:** 'Shelley.Merrifield@tbs-sct.gc.ca'  
**Subject:** FW: GC Talent Cloud MOU

Please find attached the talent cloud MOU.

The name for the HR superuser will follow shortly.

Please let me know if you require anything further.

Thank you,

Rhonda

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**From:** Young, Elizabeth  
**Sent:** May-08-18 11:52 AM  
**To:** Merrifield, Shelley  
**Cc:** Hash, Rhonda; MacDonald, Jann; Edwards, Cheryl; Dubois, Christophe; Quinn, Tanya  
**Subject:** Re: GC Talent Cloud MOU

Hello,

I thought it was ready to go....Rhonda/Cheryl can you check?

Elizabeth

---

**From:** Merrifield, Shelley  
**Sent:** Tuesday, May 8, 2018 11:50 AM  
**To:** Young, Elizabeth  
**Subject:** GC Talent Cloud MOU

Elizabeth;

I'm following up with you regarding the MOU between DFO and Talent Cloud as we have not received the signed copy yet. Is there anything I can do to help expedite this process?



Thanks!

**Shelley Merrifield**

Talent Cloud | Nuage de talents  
Chief Information Officer Branch | Direction du dirigeant principal de l'information  
Treasury Board of Canada Secretariat | Secrétariat du Conseil du Trésor du Canada  
<https://gccollab.ca/groups/profile/19750/entalent-cloudfnuage-de-talent>  
[Shelley.Merrifield@tbs-sct.gc.ca](mailto:Shelley.Merrifield@tbs-sct.gc.ca)  
Tel.: 613-295-9451

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**From:** Young, Elizabeth  
**Sent:** April-27-18 11:04 AM  
**To:** 'Merrifield, Shelley' <[Shelley.Merrifield@tbs-sct.gc.ca](mailto:Shelley.Merrifield@tbs-sct.gc.ca)>; Hash, Rhonda <[Rhonda.Hash@dfo-mpo.gc.ca](mailto:Rhonda.Hash@dfo-mpo.gc.ca)>; Dubois, Christophe <[Christophe.Dubois@dfo-mpo.gc.ca](mailto:Christophe.Dubois@dfo-mpo.gc.ca)>  
**Cc:** Hunter, Lauren <[Lauren.Hunter@tbs-sct.gc.ca](mailto:Lauren.Hunter@tbs-sct.gc.ca)>; Kwok, Rosita <[Rosita.Kwok@tbs-sct.gc.ca](mailto:Rosita.Kwok@tbs-sct.gc.ca)>  
**Subject:** RE: time for a quick chat today?

Hello,

Reviewing now and should have signed copy over to you by early next week at the latest.

Elizabeth

Elizabeth Young  
613-990-0185

---

**From:** Merrifield, Shelley [<mailto:Shelley.Merrifield@tbs-sct.gc.ca>]  
**Sent:** Friday, April 27, 2018 10:48 AM  
**To:** Young, Elizabeth <[Elizabeth.Young@dfo-mpo.gc.ca](mailto:Elizabeth.Young@dfo-mpo.gc.ca)>; Hash, Rhonda <[Rhonda.Hash@dfo-mpo.gc.ca](mailto:Rhonda.Hash@dfo-mpo.gc.ca)>; Dubois, Christophe <[Christophe.Dubois@dfo-mpo.gc.ca](mailto:Christophe.Dubois@dfo-mpo.gc.ca)>  
**Cc:** Hunter, Lauren <[Lauren.Hunter@tbs-sct.gc.ca](mailto:Lauren.Hunter@tbs-sct.gc.ca)>; Kwok, Rosita <[Rosita.Kwok@tbs-sct.gc.ca](mailto:Rosita.Kwok@tbs-sct.gc.ca)>  
**Subject:** RE: time for a quick chat today?

Hi Elizabeth;

Sorry about that. I have attached a copy of the MOU.

Thanks!

Shelley ☺

---

**From:** Young, Elizabeth [<mailto:Elizabeth.Young@dfo-mpo.gc.ca>]  
**Sent:** April 27, 2018 10:41 AM  
**To:** Merrifield, Shelley <[Shelley.Merrifield@tbs-sct.gc.ca](mailto:Shelley.Merrifield@tbs-sct.gc.ca)>; Hash, Rhonda: DFO.MPO <[Rhonda.Hash@dfo-mpo.gc.ca](mailto:Rhonda.Hash@dfo-mpo.gc.ca)>; Dubois, Christophe: DFO.MPO <[christophe.dubois@dfo-mpo.gc.ca](mailto:christophe.dubois@dfo-mpo.gc.ca)>  
**Cc:** Hunter, Lauren <[Lauren.Hunter@tbs-sct.gc.ca](mailto:Lauren.Hunter@tbs-sct.gc.ca)>; Kwok, Rosita <[Rosita.Kwok@tbs-sct.gc.ca](mailto:Rosita.Kwok@tbs-sct.gc.ca)>  
**Subject:** RE: time for a quick chat today?

Hello,

I may have missed the e-mail but I don't have the MOU. Can you resend please?

anks

Elizabeth

Elizabeth Young  
613-990-0185

**From:** Merrifield, Shelley [mailto:Shelley.Merrifield@tbs-sct.gc.ca]  
**Sent:** Friday, April 27, 2018 10:38 AM  
**To:** Young, Elizabeth <Elizabeth.Young@dfo-mpo.gc.ca>  
**Cc:** Hunter, Lauren <Lauren.Hunter@tbs-sct.gc.ca>; Kwok, Rosita <Rosita.Kwok@tbs-sct.gc.ca>  
**Subject:** FW: time for a quick chat today?

Good Morning Elizabeth;

I wanted to touch base with you regarding the MOU between DFO and Talent Cloud to see where things stand. Do you need any additional information from us in order to expedite this process?

Please feel free to contact me if you have any questions or would like any further discussion.

**Shelley Merrifield**

Talent Cloud | Nuage de talents  
Chief Information Officer Branch | Direction du dirigeant principal de l'information  
Treasury Board of Canada Secretariat | Secrétariat du Conseil du Trésor du Canada  
<https://gccollab.ca/groups/profile/19750/entalent-cloudfrnuage-de-talent>

**From:** Hunter, Lauren  
**Sent:** April 5, 2018 10:18 AM  
**To:** Ben Essalah, Hachem <Hachem.BenEssalah@dfo-mpo.gc.ca>  
**Cc:** Young, Elizabeth <Elizabeth.Young@dfo-mpo.gc.ca>; Kwok, Rosita <Rosita.Kwok@tbs-sct.gc.ca>  
**Subject:** Re: time for a quick chat today?

Wonderful Emilio! Thank you so much!

We'll be in touch to follow up with details on the MOU.

All the best,  
Lauren

Sent from my BlackBerry 10 smartphone on the Bell network.

---

**From:** Ben Essalah, Hachem  
**Sent:** Thursday, April 5, 2018 10:16 AM  
**To:** Hunter, Lauren  
**Cc:** Young, Elizabeth  
**Subject:** RE: time for a quick chat today?

Hi Lauren

I confirm DFO/CIO participation. Your contact for this file is Elizabeth our Senior director.

ranks

**Hachem Ben Essalah**

Chief Information Officer and Director General  
Fisheries and Oceans Canada / Government of Canada  
[Hachem.BenEssalah@dfo-mpo.gc.ca](mailto:Hachem.BenEssalah@dfo-mpo.gc.ca) / Tel: 613-993-2051 / Fax 613-993-8930

Dirigeant principal de l'information et directeur général  
Pêches et Océans Canada / Gouvernement du Canada  
[Hachem.BenEssalah@dfo-mpo.gc.ca](mailto:Hachem.BenEssalah@dfo-mpo.gc.ca) / Tél : 613-993-2051 / Télécopieur : 613- 993-8930

**From:** Hunter, Lauren [<mailto:Lauren.Hunter@tbs-sct.gc.ca>]  
**Sent:** Thursday, April 5, 2018 9:52 AM  
**To:** Ben Essalah, Hachem <[Hachem.BenEssalah@dfo-mpo.gc.ca](mailto:Hachem.BenEssalah@dfo-mpo.gc.ca)>  
**Subject:** time for a quick chat today?  
**Importance:** High

Hachem,

I was wondering if you might have time for a quick call sometime today.

We've been asked to put together a list of departments interested in Phase II Talent Cloud – those who are in for sure, likely in or potential.

The list is being requested by the President of Treasury Board's Office, for circulation to the Clerk and deputies.

It would be great if we could include DFO somewhere on the list, but I would really like to confirm with you first.

Thanks in advance – and sorry about the short notice. (The request followed a surprise briefing to the President's Office late yesterday.)

Lauren

Lauren Hunter  
Chief architect/Chef d'équipe  
Talent Cloud Team/Équipe de nuage de talent  
Chief Information Officer Branch/ Direction du dirigeant principal de l'information  
Treasury Board of Canada Secretariat / Secrétariat du Conseil du Trésor du Canada  
Government of Canada / Gouvernement du Canada  
[lauren.hunter@tbs-sct.gc.ca](mailto:lauren.hunter@tbs-sct.gc.ca) / Tel: 613-240-8871

**Pages 69 to / à 77  
are duplicates  
sont des duplicatas**

**Hash, Rhonda**

**From:** Salary Management Unit/Unité de gestion des salaires <SalaryManagementUnit-  
UniteDeGestionDesSalaires@tbs-sct.gc.ca>  
**Sent:** Friday, June 8, 2018 7:33 AM  
**To:** Hash, Rhonda  
**Cc:** Campero, Perla  
**Subject:** FW: FC 204004: Talent Cloud MOU's JTT  
**Attachments:** SKMBT\_C45418053015242.pdf; 1800000374.pdf

Bonjour,

Please find attached a copy of invoice 1800000374.

Merci,

*JTT*

Salary Management Unit / Unité de Gestion des Salaires  
Corporate Services Sector / Secteur des services ministériels  
Treasury Board of Canada Secretariat / Secrétariat du Conseil du Trésor du Canada  
13th Floor, 219 Laurier Avenue West / 13e Étage, 219 avenue Laurier Ouest Ottawa, ON  
[SalaryManagementUnit-UniteDeGestionDesSalaires@tbs-sct.gc.ca](mailto:SalaryManagementUnit-UniteDeGestionDesSalaires@tbs-sct.gc.ca)

*Please advise if you prefer to receive services in the second official language. / Veuillez aviser si vous préférez recevoir des services dans la seconde langue officielle.*

*Please do not hesitate to reply in the official language of your choice. / N'hésitez pas à répondre dans la langue officielle de votre choix.*

---

**From:** CIOB Finance & Procurement / DDPI Finances & approvisionnement  
**Sent:** Tuesday, June 5, 2018 12:48 PM  
**To:** Salary Management Unit/Unité de gestion des salaires <SalaryManagementUnit-UniteDeGestionDesSalaires@tbs-sct.gc.ca>  
**Cc:** CIOB Finance & Procurement / DDPI Finances & approvisionnement <CIOBFINANCE@tbs-sct.gc.ca>  
**Subject:** FW: FC 204004: Talent Cloud MOU's

Good afternoon,

Please invoice the following amounts according to the below table. Attached you will find the signed MOU and the contact information for each department.

	AMOUNT	Dep#	Org Code	Ref Code
<b>*MOU with Fisheries and Oceans</b>	\$120,000	086	600	6579052712048039100
<b>MOU CBSA</b>	\$20,000	085	3910	264227

<b>MOU with Environment and Climate Change Canada</b>	<b>\$120,000</b>	<b>007</b>	<b>165120</b>	<b>4000076359</b>

**CIOB – Talent Cloud - Financial Coding: Fund B120; FC 204004; A003; GL 35994**

Thank you,  
Perla

---

**From:** Larose, Francis  
**Sent:** May 30, 2018 3:31 PM  
**To:** CIOB Finance & Procurement / DDPI Finances & approvisionnement <[CIOBFINANCE@tbs-sct.gc.ca](mailto:CIOBFINANCE@tbs-sct.gc.ca)>  
**Subject:** FC 204004: Talent Cloud MOU's

Please find attached 3 fully signed MOUs for the talent cloud.

They should be processed asap in accordance with the payment schedules found on appendix A.

And don't forget to add to the blackbook. ☺

Thanks

Francis Larose

Chief of Operations, People and Business Management Services Division (PBMSD)  
Chief Information Officer Branch  
Treasury Board of Canada Secretariat / Government of Canada  
[Francis.Larose@tbs-sct.gc.ca](mailto:Francis.Larose@tbs-sct.gc.ca) / Tel: 613-220-3274 / TTY: 613-957-9090

Chef des opérations, Division des services axés sur les personnes et les opérations (DSPO)  
Direction du dirigeant principal de l'information  
Secrétariat du Conseil du Trésor du Canada / Gouvernement du Canada  
[Francis.Larose@tbs-sct.gc.ca](mailto:Francis.Larose@tbs-sct.gc.ca) / Tél. : 613-220-3274 / ATS : 613-957-9090



Treasury Board of  
Canada Secretariat

Secrétariat du Conseil  
du Trésor du Canada

**INVOICE No-N° DE FACTURE**

1800000374

**Date: 06/08/2018 Page: 1**

Customer - Client

860

IS organization code - Code d'organisation du RI

600

Reference document number - No De Reference

6579052712048039

Due Date

06/08/2018

Internal Order Number

FISHERIES & OCEANS  
240 BANK STREET  
OTTAWA ON K1A 0E6  
CANADA

**Originator - Expéditeur**

TREASURY BOARD SECRETARIAT  
300 LAURIER WEST, 4th FLOOR EAST TOWER  
OTTAWA ON K1A 0R5  
CANADA

Mail Cheque or money order (payable  
to Receiver General for Canada) to Envoyer votre cheque ou mandat (à l'ordre  
du Receveur Général du Canada) à

ORIGINATOR

EXPÉDITEUR

For further information contact - Pour plus de renseignements communiquer avec

Salarymanagementunit-  
unitedegestiondessalaires@tbs-sct.gc.ca

**Description - Description**

**Amount - Montant**

MOU - TALENT CLOUD PILOT PROJECT

120,000.00

B120-A003-204004-35994-I

**TOTAL:**

120,000.00

Currency - Fonds: CAD

Canada

**MEMORANDUM OF UNDERSTANDING**

**BETWEEN**

**TREASURY BOARD SECRETARIAT**

**AND**

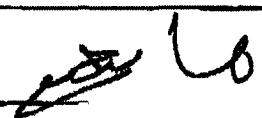
~~DEPARTMENT~~ *Fisheries & Oceans*

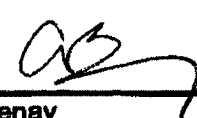
**FOR THE TALENT CLOUD PILOT PROJECT  
(PHASE II)**

**FISCAL YEAR 2018-19**

This Memorandum of Understanding (MOU) confirms the agreement between ~~Fisheries & Oceans~~ (partner department) and Treasury Board Secretariat (Talent Cloud team) for the funding of the Talent Cloud pilot project.

The following signatures acknowledge the information and authorities in the MOU are true and correct as it pertains to their respective department / agency and agree to the commitment, terms and conditions as set out in this MOU.

	APR 30 2018
Hachem Ben Essalah DG/Chief Information Officer Information Management and Technology Services Fisheries and Oceans Canada	Date

	2018-05-15
Alex Benay Chief Information Officer, Chief Information Officer Branch, Treasury Board Secretariat (CIOB)	Date

When signed, please return the original by courier to:  
Shelley Merrifield  
140 O'Connor St., 6<sup>th</sup> Floor, Office 6029  
Ottawa, ON K1A 0R5



## **1 Background**

---

The Talent Cloud concept is (in part) based on Deloitte's Govcloud paper (2012), which proposed the creation of a public sector talent pool for project-based work (short-medium term positions). Talent Cloud uses this idea as a starting point, enhancing and adapting the model for use as a supplementary talent pool for Canada's Public Service. Initial proof-of-concept for the Talent Cloud idea came through pilot tests of key components of the model, such as Free Agents, open badges and micro-missions, as well as extensive user testing on the model's design (Talent Cloud Phase I: 2017-18).

The Talent Cloud model targets rapid hiring for project-based work (individuals and teams). It will use the term hiring mechanism and a new methodology for credential recognition to create a single, massive, interoperable repository of pre-assessed talent, from which hiring managers may draw by posting competitive, publicly advertised term positions. Talent Cloud aims to dramatically improve staffing efficiency (time and cost savings), the quality of government hires for project-based work, and workers' rights in temp, term and casual work situations. The model is designed to be complementary to (and does not replace) the existing hiring structure for the indeterminate workforce.

Talent Cloud is optimized for a digital workplace, and is adaptable for hiring at any level in any classification. Talent Cloud aims to deliver efficiencies in hiring in a way that sets the gold standard in the evolution of workers' rights and protections in a gig economy. This includes addressing challenges related to benefits, rights, representation, wellness, diversity, transparency, accountability and increased autonomy for employees.

Talent Cloud is designed to move to scale following a series of phased pilot tests, including various IT components. The final design of the Talent Cloud concept will depend significantly on the lessons learned from the prototype and pilot testing process over the coming year(s). Initially, a select number of targeted pilot projects are being developed in collaboration with partner departments, designed to "stress test" key components of the design.

The Talent Cloud initiative began as a grassroots innovation project, without a formal funding or organizational structure to support its development. Talent Cloud is hosted under the CIO of the Government of Canada, housed at the Treasury Board Secretariat (TBS), and funded through partnership agreements with federal departments and external partners in the project's initial year, while proof-of-concept is established. Ongoing funding for the Talent Cloud project will be re-evaluated early in 2019, based on the results of pilot testing and design work related to core Talent Cloud components (e.g. platform, credentialing process, operational support, long-term viability, desirability and feasibility).

## **2 Purpose and scope**

The purpose of this MOU is to:

1. Establish an agreement between TBS CIOB, the Talent Cloud team (hosted at TBS) and the Partner Department, with regards to supporting the pilot testing of the Talent Cloud concept in Phase II for fiscal year 2018-19;
2. Outline the roles and responsibilities of TBS CIOB, the Talent Cloud team (hosted at TBS) and the Partner Department for the duration of the MOU; and
3. Establish an agreement between TBS CIOB, the Talent Cloud team (hosted at TBS) and the Partner Department with regards to sharing of the Talent Cloud operating costs for fiscal year 2018-19.

## **3 Description of service to be provided**

Under the leadership of the Talent Cloud team (hosted at TBS), in collaboration with partner departments, the Talent Cloud initiative will be testing the following through a series of prototype and pilot testing steps:

- The viability of creating a validated, searchable repository of cross-sector talent that supplements (but does not replace) the existing indeterminate workforce;
- The credentialing methodology to support the above-listed repository;
- The methodological and policy implications related to the creation of a digital talent marketplace where workers have access to rights, benefits and union representation, while retaining the flexibility to choose work in and out of government, as offered;
- The optimization of the Talent Cloud design to withstand key "stress" factors (talent surplus and shortage, seasonal and rotational work), as well as supporting the inclusion of key target groups (e.g. digital and tech talent, Indigenous talent).

## **4 Roles and responsibilities**

The TBS Talent Cloud team will be responsible for the following:

- Oversee the design, advancement, delivery, results collection, evaluation, and communication of results related to the pilot testing process, including specific pilot test hiring streams (to be developed in collaboration with all signatory partner departments);

- Establish and support a governance structure including a DG level advisory group made up of signatory departments to report back to departments on progress and gather feedback (Signatory Departments Talent Cloud Advisory Committee), as well as an External Advisory Board made up of international experts;
- Work with Partner Department(s) to optimize the value of pilot testing, based on individual departmental hiring priorities (in combination with key research questions for the Talent Cloud initiative);
- Lead the development of advanced design specifications for the Talent Cloud model (based on pilot tests) including developing and advancing the creation of new technologies, platforms and ways of working (if required);
- Collaborate with unions, federal departments and cross-sector partners to generate research that contributes to the advancement of international discussions related to the future of workers' rights in a gig economy environment, talent innovation, inclusion and employment equity, and to develop supporting materials (if required) to advance the policy discussion within the Government of Canada related to findings from these dialogues and pilot tests; and
- Initiate and develop strategic partnerships, internal and external to Government of Canada related to talent innovation, including those essential to long-term project funding for the initiative beyond its pilot stages; finalize the authority to operate and work to resolve any legal or mandate issues arising during the initiative.

**The Partner Department will be responsible for the following:**

- Establish a working level point of contact (assembled team or individual, at the discretion/level of interest of partner department) to:
  - i. Ensure corporate alignment between the Talent Cloud pilot test and the Partner Department's HR priorities and the pilot test's anticipated outcomes, including ensuring that all relevant parties within the Partner Department are kept apprised of the initiative and results;
  - ii. Provide coordination and access, where required, to departmental participants required to advance the Talent Cloud pilot test identified in collaboration with the partner departments, and;
  - iii. Provide input, expertise and advice on the overall direction of the Talent Cloud concept, including its viability, feasibility and desirability for broader adoption across the Government of Canada.
- Identify an HR superuser who will be the HR point person for each Partner Department to receive, process and report back on all Talent Cloud staffing actions during its pilot phase (time commitment: 2-3 hours/week on average).

The HR superuser may also function as the Partner Department's primary point of contact, if desired;

- Identify an EX level representative (DG level; senior director accepted as alternate) to sit on the Signatory Departments Talent Cloud Advisory Committee, which will meet quarterly;
- Upon receipt of an invoice issued by TBS CIOB on the funding schedule (Appendix A), transfer the funds invoiced;
- Agree to the 1 year MOU.

## **5 Authority**

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The Chief Information Officer Branch of TBS has agreed to host the pilot testing of the Talent Cloud Initiative, given the pilot's emphasis on digital talent and the corresponding implications on the anticipated design of a new platform following the initial pilot testing.

The Talent Cloud Initiative is in keeping with both the Clerk's commitment to Public Service Renewal, Reconciliation, and the Government of Canada's recognition of the essential role of digital tools.

## **6 Disclosure of personal information**

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The Talent Cloud Initiative involves the potential handling of a significant amount of personal information, commensurate with details commonly collecting during the PSC hiring process. No protected personal information will be disclosed during the Talent Cloud testing process, without the express written consent of volunteer participants in the pilot testing process. All personal information will be handled in accordance with Government of Canada policies and directives, with the assistance of the Department of Justice. Experts from Partner Departments in privacy, personal information, intellectual property and related fields will be invited to be fully involved in developing the specific procedures related to individual pilot tests.

## **7 Agreed service levels and performance expectations**

---

Phase I funding partners (2017-18 funders) will have access to staffing during the Phase I pilot test (April-June 2018) with no further financial commitment, having already contributed to the Phase I pilot development in 2017-18. Phase I partners wishing to access Talent Cloud staffing beyond June and participate in project development over the 2018-19 fiscal year are required to become Phase II funding partners.

Phase II funding Partner Departments will be eligible to staff using the Talent Cloud model beginning in summer 2018 (pending the successful completion of Phase I pilot tests in spring 2018).

Partner Departments, upon signing, will immediately be eligible to be involved in all user testing and design sessions, and to include their participation in Talent Cloud in all relevant departmental reporting (e.g. executive performance agreements, annual reports, F/T/P and international dialogues).

The initiative aims towards the achievement of the following expected results:

- Determine (over the course of 2018-19) the viability, feasibility and desirability of pursuing the Talent Cloud concept beyond pilot test stages, including a determination about moving to a larger scale model available across the Government of Canada (2019-2021);
- Provide feedback on design components and operational procedures related to staffing using the Talent Cloud model (e.g. IT, policy and HR related);

## **8 Governance of the Agreement**

---

The governance structure will ensure fair and appropriate access to services that include: consultation and approval processes, transparent criteria for establishing priorities, processes for adjustments and/or amendments to respond to emerging requirements.

The governance structure will be comprised of CIOC, supported by the Signatory Departments Talent Cloud Advisory Committee and the External Advisory Board. These committees will be informed by ongoing reporting on the performance and results of the pilot tests in relation to overarching key research questions and intended outcomes of individual pilot tests. The CIOC and committees will be supported by the Talent Cloud team, under the leadership of the Chief Architect – Talent Cloud.

## **9 Mechanisms for Decision Making and Dispute Resolution**

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In the event of a dispute, arising from the interpretation or operation of this MOU, it will be referred to the Signatories' representatives set out above, who will use their best efforts to resolve the matter amicably.

If such negotiation fails, the representatives will refer the matter to their respective senior officials responsible for corporate management for resolution.

## **10 Administration of the Agreement**

For the purpose of this MOU:

- a) The DEPARTMENT NAME representative will be:  
Hachem Ben Essalab, CIO, TNA IS
- b) The TBS CIOB representative will be:  
Alex Benay, Chief Information Officer

## **11 Duration of MOU**

The funding arrangement will last from April 1, 2018-March 31, 2019. Phase II partner departments will be eligible to participate in staffing using the Talent Cloud platform beginning in summer 2018, pending the successful completion of the Phase I pilot tests in spring 2018.

## **12 Amendment and Renewal**

This MOU and any of its attachments may be amended, modified, or renewed at any time upon agreement of both the Partner Department and TBS CIOB. Changes will be ratified by the signatories of this MOU and such amendments shall form part of this MOU.

## **13 Termination**

The current MOU may be terminated by either party with written notice provided at least sixty (60) days prior to the termination date.

Either department may, by notice in writing to the other department, terminate this Agreement if the other department is in breach of its obligations under this Agreement and has not remedied the situation after the time stipulated in a notice from one department to the other in this respect.

## **14 Financial Considerations and Arrangements**

**For the period covered by this MOU, the estimated total cost to the Partner Department under this MOU, includes all direct and indirect costs such as (but not limited to) goods and services costs, travel costs, training, salaries, overtime, benefits, etc. and any corporate charges incurred with incremental FTEs or other services required for the implementation of this MOU. Funding provided under this agreement is for the exclusive use of expenses related to the Talent Cloud project, as determined by the Talent Cloud team, in consultation with the CIOC.**

**Additional costs in excess of those included in this MOU or not anticipated in this MOU will be discussed by the representatives of the departments and, where necessary, included in an amendment to this MOU.**

**Payment schedule is included in Appendix A.**

### **15 Mechanism for Transfer of Funds**

**The mechanism for funds transfer is an Interdepartmental Settlement, on a cost recovery basis, using the financial coding information to be completed in Appendix A.**

**TBS-CIOB will ensure to invoice the Partner Department prior to the payment schedule dates (Appendix A). In the event that the invoice is not issued prior to March 31, 2019, TBS-CIOB will issue a notification for Payable at year end (PAYE) to be set up.**

## **Appendix A - Financial Procedures/Cost Recovery/VNR**

1. The Partner Department will provide TBS-CIOB with its department code, recipient org code, and the recipient reference code,
2. TBS-CIOB will be initiating the Interdepartmental Settlement, and will send an invoice to the Partner Department to recover incremental costs incurred in providing support to the Talent Cloud Initiative.
3. Payment will be invoiced by TBS on:
  - April 1, 2018 - \$120,000

### **Financial Coding**

#### **Service Recipient Department**

Department Number	086
Organization Code	0600
Reference Code	65790527120480391000
IS Contact Person	Rhonda Nash
IS Contact Phone Number	613-993-5197
IS Contact e-mail	Rhonda.Nash@dc-mpa.gc.ca



**Graham, Richard**

---

**From:** Young, Elizabeth  
**Sent:** 2018-June-11 1:27 PM  
**To:** Talent Cloud-nuage de talents  
**Cc:** Hash, Rhonda; Dubois, Christophe; Graham, Richard  
**Subject:** Re: Talent Cloud Meeting with Signatory Partners on Selecting Staffing Streams for Phase II - Fall 2018 / Spring 2019

**Categories:** Red Category

Hello,

Christophe Dubois will be attending on my behalf.

Thanks

Elizabeth

---

**From:** Talent Cloud-nuage de talents  
**Sent:** Monday, June 11, 2018 1:16 PM  
**To:** Young, Elizabeth  
**Cc:** Hash, Rhonda  
**Subject:** RE: Talent Cloud Meeting with Signatory Partners on Selecting Staffing Streams for Phase II - Fall 2018 / Spring 2019

Hi Elizabeth;

We have not heard from you regarding the meeting mentioned below that will be taking place this coming Wednesday. It would be greatly appreciated if you could let us know if you will be attending, or if you will be sending someone in your place?

Thanks in advance.

Talent Cloud Team

---

**From:** Calendar - Talent Cloud-nuage de talents  
**Sent:** June 1, 2018 1:52 PM  
**To:** Young, Elizabeth <Elizabeth.Young@dfo-mpo.gc.ca>  
**Cc:** Hash, Rhonda: DFO.MPO <Rhonda.Hash@dfo-mpo.gc.ca>  
**Subject:** Talent Cloud Meeting with Signatory Partners on Selecting Staffing Streams for Phase II - Fall 2018 / Spring 2019  
**Importance:** High

Hi Elizabeth;

Thank you for your partnership with Talent Cloud. Your support is extremely valuable to us!

All Phase II funding partners are being invited to a meeting to collaboratively identify the staffing streams that will be pilot tested in Phase II (2018-19). The meeting will take place on **Wednesday, June 13 from 9:00 to**

**11:00** at 90 Elgin Street, Ottawa, Ontario. It would be much appreciated if you could confirm your attendance by replying to this email. We will then send a confirmation email with a calendar invitation.

We look forward to hearing from you!

Talent Cloud Team

**oufi, Georges**

---

**From:** Talent Cloud-nuage de talents <Talent.Cloud-nuage.de.talents@tbs-sct.gc.ca>  
**Sent:** Tuesday, June 12, 2018 3:41 PM  
**To:** Dubois, Christophe  
**Cc:** Talent Cloud-nuage de talents  
**Subject:** Talent Cloud Signatory Partners Meeting - Staffing Streams for Phase II (Fall 2018/Spring 2019)  
**Attachments:** Talent Cloud Signatory Partners Meeting - Staffing Streams for Phase II (Fall 2018 Spring 2019).ics

See previous email for initial invitation.

Christophe,

Thank you for confirming your participation in the meeting to collaboratively identify the staffing streams that will be pilot tested by Talent Cloud in Phase II (2018-19).

The meeting will take place on **Wednesday, June 13 from 9:00 to 11:00** at 90 Elgin Street, Ottawa (room 2024).

When you arrive, we'll be greeting you at a booth besides the commissioner's desk. One of the team members will show you where the session will take place.

If you have trouble finding us, don't hesitate to contact Shelley at 613-295-9451.

we look forward to seeing you!

The Talent Cloud Team

**Graham, Richard**

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**From:** Young, Elizabeth  
**Sent:** 2018-June-13 8:56 AM  
**To:** Dubois, Christophe; Quinn, Tanya  
**Cc:** Graham, Richard  
**Subject:** BMIE Manager's meeting

**Categories:** Red Category

Hi Christophe,

As you will be at the Talent Cloud meeting can Tanya attend the BMIE Manager's meeting on your behalf? Aziz will be presenting his transformation.

Thanks,

Elizabeth

**Elizabeth Young**  
Senior Director, Business Management, Integration and Engagement  
Fisheries and Oceans Canada  
[Elizabeth.Young@dfo-mpo.gc.ca](mailto:Elizabeth.Young@dfo-mpo.gc.ca) Tel: 613-990-0185 Fax: 613-993-8930

Directrice principale, gestion d'affaires, intégration et engagement  
Pêches et Océans Canada  
[Elizabeth.Young@dfo-mpo.gc.ca](mailto:Elizabeth.Young@dfo-mpo.gc.ca) Tél: 613-990-0185 Fax: 613-993-8930



**Respectful Workplace**  
**Milieu de Travail Respectueux**

## Record of Discussion – DM CEPP June 26, 2018

### PSMAC Sub-Committee on Enterprise Priorities and Planning (DM CEPP)

#### **Draft** Record of Discussion

June 26, 2018, 3:00 p.m. to 5:00 p.m.

90 Elgin Street, 2<sup>nd</sup> Floor, Room 2068

#### **Item 1: Opening Remarks from the Co-Chairs**

Peter Wallace (TBS)

Michael Keenan (TC)

Co-chairs Peter Wallace and Michael Keenan welcomed members to the meeting.

#### **Item 2: Deployment of Clarity Across the GC**

Marc Brouillard (TBS)

An overview of the deployment of a project portfolio management tool (Clarity) across the GC was presented.

- The GC IT Investment Portfolio includes approximately \$6 Billion annual spend on IT. This includes projects, activities, applications, maintenance and services. The IT demand comes from 42 GC department and is serviced by SSC which has its own business activities.
- The improvements to the IT Planning cycle have provided better visibility for demand on SSC services however there still remains a lack of visibility about the work being undertaken on the prioritized list of projects.
- All projects on the prioritized list have now been matched to SSC Business Requirements Documents. The current process for matching IT demand to capacity is labour intensive due to information and processes being siloed.
- Deploying a GC-wide project portfolio management tool will enable linking of IT investment to business outcomes. It will also increase the visibility across the GC on which priority work is being completed and provide an end-to-end integrated process to match IT plan projects to BRDs.
- An agile methodology is being used to build the new solution, which will be completed piece by piece to reduce risk. The departmental data collection will continue in the existing project portfolio management tool until there is confidence that the new solution works.
- Workshops will be held with departments to gather feedback as the project progresses.
- It is anticipated that the first GC PPM iterations will begin in November 2019, with future release dates to be confirmed.

#### **Feedback**

- Some departments are still synching corporate cycles to the new IT Planning cycle that was implemented in FY 2017-18. Having a tool with standardized terminology will ensure alignment between these two cycles. This tool will also allow for efficiencies and alignment across the enterprise such as clusters for departments working on similar projects.
- A monthly dashboard will be helpful to provide departments a line of sight into their projects.
- Although there has been much progress since this committee was established, capacity remains an issue. SSC is now more integrated into the planning process, however improvements are needed to ensure that information is available early enough for this committee to make timely decisions on priorities for the year.
- Precision is needed to clearly demonstrate which information is based on judgement (priority scores) and the information that is ranked by a tool (prioritized list). Members acknowledged that work remains to define the rules of engagement when using the prioritization framework, which has been evolving over the last three IT planning cycles.

## Record of Discussion – DM CEPP June 26, 2018

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- Members agreed that further guidance is needed to be better equipped to make decisions. Understanding the ratings and how to adapt to changing priorities were highlighted as areas of interest.
- It was also highlighted that small departments may never make the prioritized list. In future, a decision will need to be made on how much capacity goes to services vs. projects.

**Action:** Present the prioritization framework at an upcoming meeting.

**Lead:** Marc Brouillard (TBS)

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### Item 3: Update on the Journey to the Cloud

Marc Brouillard (TBS)

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An update on the availability and usage of cloud services.

- Unclassified cloud services became available in December 2017. Since then, 77 cloud requests, valued at \$11.5M dollars have been submitted across 35 departments and agencies.
- Use cases for unclassified cloud services include application development, scientific research, innovation zones and collaboration.
- The focus is now shifting to making Protected cloud services available to departments and enabling workload migration to public cloud.
- Several key policies/strategies have been developed and will be published shortly. This includes the update to the GC Cloud Adoption Strategy, Data Sovereignty White Paper and Update to the Direction on the Secure Use of Commercial Cloud Services. Guidance to deputy heads on public cloud is currently being developed.
- Budget 2018 included \$110M over six years to help departments migrate from older data centers to new data centers or to the cloud. However, for workload migration to the cloud to happen, a number of enabling pieces are needed such as improved network and security services. The current contracts only allow unclassified data to be hosted.
- CRA and TBS have expressed an interest to be pathfinders for workload migration to public cloud.
- Next steps include continuing procurement activities and network/security improvements as well as seeking the endorsement of the GC Enterprise Architecture Review Board for workload migration/modernization process and cloud architecture.

### Feedback

- Members highlighted that progress has been slower than expected and that targets are unclear (ie: expected completion for network improvements/security services). A clear understanding is needed of the problems for the enabling pieces of workload migration and require a critical path.
- It was suggested that representatives from CSEC, SSC, TBS and StatsCan work together to address improving networks and security services. StatsCan is interested in workload migration to the cloud as statistics agencies from other countries are going to public cloud.
- Members inquired about the barriers related to the enabling pieces. It was noted that in terms of classified data, there is some technical design required. SSC has received funding for this and is working to solve the issue.
- Members highlighted issues they have faced with unclassified cloud, including insufficient network infrastructure. Departments are being asked to vacate old data centers however the network infrastructure poses challenges in moving to the unclassified cloud.
- There are skills and capacity issues both at SSC and in departments. The cultural change is complex and guidance will be needed as well as support for the pilots.
- The GC Cloud Strategy indicates that public cloud is the preferred option. However, some departments are receiving mixed messages that private cloud is being considered. It was noted that GC EARB approved a pilot project for private cloud and all other private cloud deployment

## Record of Discussion – DM CEPP June 26, 2018

must be reviewed at GC EARB. Members noted that it may be helpful to re-iterate the GC's position on public cloud. The public cloud is seen as a relief valve from SSC's capacity issues.

**Action:** Members requested a follow-up presentation that would include further information on the five enabling pieces (supply, network/security services, skills, capacity and business case) and risk mitigation strategies. This information should also be integrated with the deputy guidance being developed.

**Lead:** Marc Brouillard (TBS) / Sarah Paquet (SSC)

### Item 4: Talent Cloud

Lauren Hunter (TBS)

An overview of the pilot platform "Talent Cloud" for recruitment was presented.

- The average staffing time ranges from 120-250 days for external advertised processes.
- The Talent Cloud is being developed and tested as the world's first public service "gig marketplace". It is a staffing model optimized for project-based job opportunities in government that is structured around next generation workers' rights.
- The platform is for term positions and has to goal to facilitate a 30 day staffing time. It will use a 5 factor best fit match as well as new credential recognition methodology. The process is specifically designed to reduce staffing bias and increase diversity and indigenous employment.
- The operating model for talent cloud includes using an agile build approach and lean product design. It is open source, open by default and user tested.
- An estimated annual savings of 500,000 hours can be achieved, at an estimated value of \$28M.
- The Talent Cloud experiment is funded by 5 partner departments and hosted by TBS-CIOB. It will be expanding to a maximum of partner departments for 2018-19.
- The phase 1 pilot launch was expected for spring 2018 however there have been challenges with cloud services.

### Feedback

- Members were supportive of this experiment. Staffing is not always nimble enough to allow departments to respond to surge events and unanticipated business needs.
- An inquiry was made regarding the workers right aspect of the presentation. It was noted that contractors and casuals don't have benefits. Individuals hired through talent cloud will be term employees with benefits. A study will be undertaken on the demand for portable benefits.
- Members inquired about the success factors and when results are expected to confirm that the platform is meeting its intended goals. It was noted that critical factors for success include testing the credential engine, best fit and employment equity. Within 6 months of the platform being live, quality data should be available to measure successes.

**Action:** Return with an update after the platform is launched. A presentation to PSMAC may be beneficial as well.

**Lead:** Olivia Neal (TBS)

### Item 5: Report on GC EARB Decisions

Marc Brouillard (TBS)

An update was provided on recent meetings of the GC EARB.

## Record of Discussion – DM CEPP June 26, 2018

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### Item 6: Closing Remarks

Peter Wallace (TBS)

Michael Keenan (TC)

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The next DM CEPP meeting will be held August 15, 2018.



## Record of Discussion – DM CEPP June 26, 2018

### Final Attendance

Department	Last Name	First Name	Role	Attended
Canada Revenue Agency	Chahwan	Nancy	Member	NO
Canada Revenue Agency	Hamilton	Bob	Member	YES
Canadian Food Inspection Agency	Glover	Paul	Member	NO
Communications Security Establishment Canada	Bruce	Shelly	Member	NO
Department of Fisheries and Oceans	Blewett	Catherine	Member	NO
Department of National Defence	Venner	Gordon	Member	NO
Department of Transport	Keenan	Michael	Co-Chair	NO
Economic Development Agency of Canada for the Regions of Quebec	Brassard	Manon	Member	YES
Employment and Social Development Canada	Long	Benoit	Ex-Officio	YES
Employment and Social Development Canada	MacLean	Leslie	Member	NO
Immigration, Refugees and Citizenship Canada	Wex	Richard	Member	YES
National Research Council of Canada	Stewart	Iain	Member	NO
Privy Council Office	Tapley	Catrina	Member	NO
Public Service Commission	Borbey	Patrick	Member	NO
Public Services and Procurement Canada	Linklater	Les	Member	NO
Public Services and Procurement Canada	Vandergrift	Michael	Member	NO
Royal Canadian Mounted Police	Bidal	François	Member	YES
Shared Services Canada	Paquet	Sarah	Observer	NO
Shared Services Canada	Parker	Ron	Member	NO
Statistics Canada	Arora	Anil	Member	NO
Statistics Canada	Dufour	Stephane	Replacement	YES
Transport Canada	Archer-Costello	Cathy	Observer	YES
Treasury Board of Canada Secretariat	Benay	Alex	Ex-Officio	YES
Treasury Board of Canada Secretariat	Bessette	Louise	Secretariat	YES
Treasury Board of Canada Secretariat	Neal	Olivia	Presenter	YES
Treasury Board of Canada Secretariat	O'Gorman	Erin	Observer	NO
Treasury Board of Canada Secretariat	Brouillard	Marc	Presenter	YES

## Record of Discussion – DM CEPP June 26, 2018

Department	Last Name	First Name	Role	Attended
Treasury Board of Canada Secretariat	Hunter	Lauren	Presenter	YES
Treasury Board of Canada Secretariat	Huppé	Roch	Member	YES
Treasury Board of Canada Secretariat	Jobin	Catherine	Observer	NO
Treasury Board of Canada Secretariat	Sarantakis	Taki	Member	NO
Treasury Board of Canada Secretariat	Wallace	Peter	Co-Chair	YES
Treasury Board of Canada Secretariat	O'Byrne	Gray	Observer	YES

**Pages 100 to / à 105**

**are duplicates**

**sont des duplicatas**

## AGENDA / ORDRE DU JOUR

**PSMAC Sub-Committee on Enterprise Priorities and Planning (DM CEPP) /**

**Comité des SM sur les priorités et la planification intégrés (SM CPPI)**

**June 26, 2018 3:00 p.m. – 5:00 p.m. / Le 26 juin 2018, 15 h 00 à 17 h 00**

90 Elgin Street, 2<sup>nd</sup> Floor, Room 2068 / 90, rue Elgin, 2<sup>ème</sup> étage, pièce 2068

**Co-chairs / Coprésidents :**

Peter Wallace, Secretary of the Treasury Board / Secrétaire du Conseil du Trésor

Michael Keenan, Deputy Minister of the Department of Transport / Sous-ministre du ministère des Transports

	ITEM / POINT	PRESENTER / PRÉSENTATEUR (TRICE)	DURATION / DURÉE
1.	Introductory Remarks / Mot de bienvenue	Co-chairs / Coprésidents	5 min
2.	Deployment of Clarity Across the GC / Déploiement de Clarity à la grandeur du GC  (DISCUSSION)	Marc Brouillard (TBS/SCT)	35 mins
3.	Update on the Journey to Cloud / Mise à jour sur le Voyage vers le nuage  (DISCUSSION)	Marc Brouillard (TBS/SCT) /	40 min
4.	Talent Cloud / Nuage de talents  (DISCUSSION)	Olivia Neal (TBS/SCT)	30 min
5.	Report on GC EARB Decisions / Rapport sur les décisions du CEAI GC  (ENDORSEMENT)	Marc Brouillard (TBS/SCT)	5 min
6.	Closing Remarks / Mots de clôture	Co-chairs / Coprésidents	5 min

PUBLIC SECTOR TALENT FOR THE DIGITAL AGE

# GC TALENT CLOUD



JULY 2018

# THE NATURE OF WORK IS CHANGING

THE "GIG ECONOMY" NOW REPRESENTS 30% OF THE US ECONOMY

30% OF WORKERS IN CANADA ARE IN NON-TRADITIONAL EMPLOYMENT

40% OF JOBS IN CANADA ARE AT HIGH RISK OF AUTOMATION IN THE NEXT 10-20 YEARS

THERE ARE SKILLS SHORTAGES ACROSS CANADA IN DIGITAL AND TECH FIELDS



# THE PROBLEM WE'RE TRYING TO SOLVE

THE GOVERNMENT OF CANADA  
IS RECRUITING USING A  
STAFFING MODEL DESIGNED  
FOR EARLIER TIMES.

AVERAGE STAFFING TIMES  
RANGE FROM 120-250 DAYS  
FOR COMPETITIVE,  
EXTERNALLY POSTED  
COMPETITIONS.

# THE BIG IDEA BEHIND TALENT CLOUD

DEVELOP AND TEST  
**THE WORLD'S FIRST PUBLIC SECTOR "GIG MARKETPLACE"...**  
A STAFFING MODEL OPTIMIZED FOR PROJECT-BASED JOB  
OPPORTUNITIES IN GOVERNMENT, STRUCTURED AROUND NEXT  
GENERATION WORKERS RIGHTS.



# WHAT'S DIFFERENT ABOUT TALENT CLOUD?

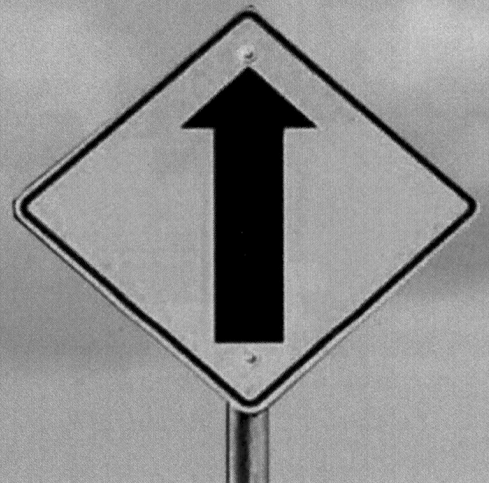
- PROJECT-BASED WORK (TERMS)
- 30 DAY STAFFING TIME
- 5 FACTOR "BEST FIT" MATCH
- NEW CREDENTIAL RECOGNITION  
METHODOLOGY
- ONE POSTER, ONE JOB (NO POOLS)
- SPECIFICALLY DESIGNED TO REDUCE  
STAFFING BIAS AND INCREASE DIVERSITY  
AND INDIGENOUS EMPLOYMENT  
(alternative to name-blind recruitment)

## DID YOU KNOW?


THE TEAM THAT IS BUILDING  
TALENT CLOUD DESIGNED AND  
LAUNCHED THE **FREE AGENTS  
PROGRAM** IN JANUARY 2016 AS  
A TWO YEAR RESEARCH STUDY  
TO TEST KEY PRECONDITIONS  
FOR TALENT CLOUD.

# BUSINESS PROCESS RE-ENGINEERING

TALENT CLOUD IS TARGETING A USER-FRIENDLY, FASTER  
STAFFING MODEL USING BEHAVIOUR-BASED,  
PROBLEM-DRIVEN DESIGN APPROACH.



# ENGAGING THE EXPERTS

- 
- Alignment with government priorities on reconciliation, employment equity, digital governance, streamlining staffing, Millennial engagement
  - Compliance with all applicable policies, legislation and standards
  - Bilingual and accessible platform and supporting content
  - Union engagement
  - Classification of all positions; interdepartmental coordination for consistency and streamlining of process
  - Data gathering on interactions related to other forms of staffing (e.g. applicability of credential approach to indeterminate; user desire for mobility via assignment, interchange)





# OPERATING MODEL

- AGILE BUILD APPROACH & LEAN PRODUCT DESIGN
- OPEN SOURCE & OPEN-BY-DEFAULT
- CROSS-SECTOR COLLABORATION
- DISTRIBUTED TEAM (OTTAWA-TORONTO-EDMONTON)
- BEHAVIOUR-BASED, PROBLEM-DRIVEN DESIGN APPROACH
- MOTIVATED BY WORKERS' RIGHTS & INCLUSION FOR ALL
- USER-TESTED, END-TO-END

# THE TARGET MARKET



## GOVERNMENT OF CANADA 2015-16 HIRING STATS

- 9000+ TERMS
- 20,000+ CASUALS
- \$ BILLIONS ON TEMP AGENCIES AND STAFFING THROUGH PROCUREMENT (AT A 20-30% MARK-UP WITH NO BENEFITS TO WORKERS)

## TOTAL ESTIMATED # OF "GIG" JOBS IN TARGET MARKET:

100,000+

## TALENT CLOUD TARGET:

40,000\*

\*IF ACHIEVED, THIS WOULD REPRESENT A 1300% INCREASE IN THE NUMBER OF PUBLICLY POSTED JOBS OVER THE CURRENT ANNUAL AVERAGE.

# IMPACT AND SAVINGS

- ANNUAL SAVINGS OF 500,000 HOURS OF TIME
- AN ESTIMATED VALUE OF TIME: \$28,000,000
- BENEFITS TO AN ADDITIONAL 30,000 CANADIAN WORKERS PER YEAR, OFFSET BY PROCUREMENT SAVINGS

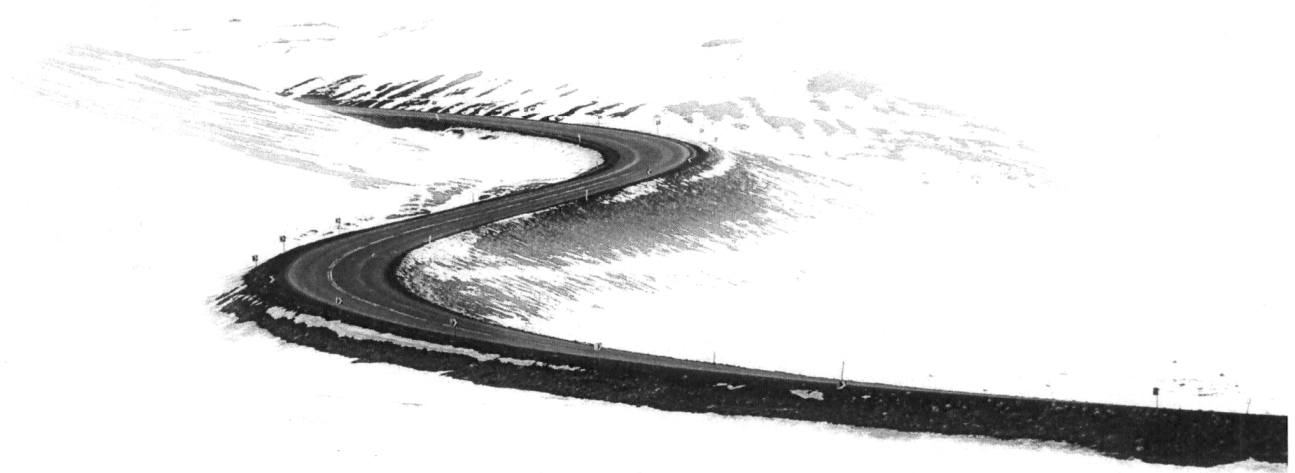
## IF THIS WORKS...

THERE IS NOTHING TO  
PREVENT TALENT CLOUD  
FROM BEING USED IN THE  
FUTURE FOR INDETERMINATE  
STAFFING... WITH  
CORRESPONDING INCREASES  
IN COST AND EFFICIENCY  
SAVINGS.

# PROGRESS TO DATE

FROM ZERO TO PILOT PLATFORM IN 9 MONTHS  
AT A GOVERNMENT COST OF \$450,000.

CONTRIBUTIONS FROM DELOITTE AND THE MCCONNELL FOUNDATION.



FUNDING FOR 2018-19 HAS BEEN RAISED.



# WHERE TO NEXT?

PHASE I PILOT LAUNCH – SUMMER 2018

PHASE I DATA ANALYSIS – SUMMER 2018

PHASE II PILOT STREAMS – FALL 2018

PHASE II LAUNCH – LATE FALL 2018

THE TALENT CLOUD EXPERIMENT IS FUNDED BY  
PARTNER DEPARTMENTS AND HOSTED BY TBS-CIOB.

THERE ARE 5 PARTNER DEPARTMENTS FOR 2017-18.  
TALENT CLOUD HAS EXPANDED TO 12 PARTNER  
DEPARTMENTS FOR 2018-19.



# CANADA'S LEADERSHIP OPPORTUNITY

NO PUBLIC SECTOR IN THE  
WORLD HAS A MODEL LIKE  
TALENT CLOUD.

THE OECD HAS DONE A CASE  
STUDY ON TALENT CLOUD  
AND FREE AGENTS.

THE UNDP IS INTERESTED IN  
TALENT CLOUD AS A MODEL.

TALENT CLOUD IS BEING  
STUDIED BY POST-DOCTORAL  
FELLOWS IN EUROPE.

## COUNTRIES WATCHING:

- . UNITED KINGDOM
- . UNITED STATES
- . NEW ZEALAND
- . AUSTRALIA
- . COLUMBIA
- . DUBAI
- . FRANCE
- . FINLAND
- . DENMARK
- . TURKEY



[WWW.GCCOLLAB.CA](http://WWW.GCCOLLAB.CA)  
“TALENT CLOUD”

UNCLASSIFIED / NON CLASSIFIÉ



Treasury Board of Canada  
Secrétariat

Secrétariat du Conseil du Trésor  
du Canada

**Canada**

**Government of Canada**  
**Enterprise Architecture Review Board**  
**(GC EARB)**  
**Cloud services request**  
**Talent Cloud Pilot**

**Treasury Board of Canada Secretariate, CIOB**

**July 12, 2018**  
**GCDOCS# 31655393**

Mandatory slide 1

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## GC EA Fitness Assessment Reviews

Select the appropriate review

### Initial Review

Before Business Case

#### Required Documents

- **Concept Case**
- **Presenter Template**  
Use the applicable «Light» Enterprise Architecture Fitness Assessment Mandatory & Optional slides only.

### GC EARB Request

Previously Received Direction

#### Required Documents

- **GC EARB RoD**
- **Action and/or Decision**  
Evidence of alignment to GC EARB suggested changes. Reuse initial deck highlighting changes only.

### Final Review

Before committing to a Solution

#### Required Documents

- **Solution Architecture**
- **Presenter Template**  
Use the applicable «Detailed» Enterprise Architecture Fitness Assessment Mandatory & Optional slides only.

### GC EARB Request Only – Describe Action Taken & Changes

The GC CIO is supporting CIOB's procurement of public cloud for the Talent Cloud pilot. This service handles Protected A data, which precludes using the current SSC cloud brokering options. As part of this process, Talent Cloud was asked to present at GC EARB.

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## GC EARB Intake – Presentation & Decision Type

Mandatory Slide

### Select a Presentation Type

#### Presentation Type – GC EARB Intake Channel

- ☐ Concept Case (Go to slides # 4, 5, 6 & 7 Principles «Light» EA Fitness Assessment)
- ☐ Project – IT Solution (Go to slides # 4 to 16 «Light &/or Detailed» EAFA)
- ☐ Departmental Investment Plan Aware? Yes ☐ No ☐  
If it is in the IT Plan, please let us know the number from the IT Plan
- ☐ GC Digital Strategic plan & Priorities Aligned? ☐ ☐
- ☐ Cloud Services Request (SR) (Go to slides # 4,5,6, 7, 8, 9, 17 & 18)
- ☐ Enterprise Target Reference Architecture & Standard Update
- ☐ Research – Whitepaper (Go to slide # 4, 5, 6, 7, 8, 9, 10, 11, 19)
- ☐ Experiment – Lessons Learned (Go to slide # 4, 5, 6, 7, 8, 9, 10, 11, 20)
- ☐ Innovation Proposal (Same as Research or Experiment + Slide # 21)
- ☐ Strategy Development (Same as Research or Experiment + Slide # 22)
- ☐ Issue Reporting (Go to slide # 25)
- ☐ Contract Renewal – Extension Request (Go to slide # 24)
- ☐ Architectural Exemption Request (Go to slide # 26)

#### GC EARB Review Categories

- ☐ GC Enterprise and Enterprise Clusters
- ☐ Client Facing & Back Office
- ☐ Transformative
- ☒ Cloud
- ☐ Open Standards
- ☐ SDA 1M + ☐ MDA 5 M + ☐ DND 15 M +

#### GC EARB Decision Sought /Discussion Categories

- ☒ Architectural Direction/Decision/Endorsement
- ☐ Discussion, Information Sharing
- ☐ Consent
- ☐ Other

EARB endorsement to enable a prototype solution in a protected A cloud environment.

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## Investment Profile

Mandatory Slide

**Category** (Use box text below as inspiration. Replace it by your content)

- Human Resources and staffing

**Problem and/or Opportunity** (Use box text below as inspiration. Replace it by your content)

- Testing a new approach to staffing, credential recognition, inclusion and diversity and talent mobility for the government of Canada

**Motivation or Drivers**

- ☐ Current System/Technology is obsolete
- ☐ Technical Support to be discontinued
- ☐ System Reduction/Functionality Integration
- ☐ Legislative/Policy Changes
- ☐ Governance Direction
- ☒ Other (Innovation, new idea/Concept)

**Funding and Resourcing Model**

- ☐ Departmental «A» Base
- ☐ Departmental «B» Base E.g: TBsubs/MCs
- ☒ Cost Sharing Agreement
- ☐ Combination of the above
- ☐ Other
- ☐ Other

**Objectives, Outcomes & Results** (Use box text below as inspiration. Replace it by your content)

- Talent Cloud is funded through MOU's with multiple partner departments.
- Talent Cloud is an attempt to test a redesign of the staffing process for government from first principles. Key success factors include dramatically reducing time to staff and improving quality of fit between candidates and government jobs.
- Once SSC's Protected B brokering vehicle is available, Talent Cloud will be moved to SSC-brokered instances.

4

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TO BE COMPLETED BY PRESENTER

Mandatory Slide

## Governance (GC & Departmental)

### Identify Governance Bodies Involved

(Use box text below as inspiration. Replace it by your content)

- Interdepartmental participation at the deputy level

#### Business Owner

- CIO for the government of Canada

#### Technical Owner

- Gray O'Byrne

### Departmental Enterprise Architecture (EA) & Architecture Review Board (ARB)

(Use box text below as inspiration. Replace it by your content)

- Are Departmental Enterprise Architects engaged with this Investment/Project/Solution Proposal?
- Has the Departmental EA and Architecture Review Board sanctioned the preferred Solution Architecture option?
- Is Investment/Project/Solution or Effort proposal within the Departmental Mandate? Describe how, its context.

Yes	No	N/A
<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>
<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

### Dependencies/ Priority

(Use box text below as inspiration. Replace it by your content)

- We will be part of the Digital Workspace being advanced by the digital collaboration division. We are currently leveraging GCollab sign in and will adopt the "profile as a service" when available.

### Risks

(Use box text below as inspiration. Replace it by your content)

1. Securing protected A cloud server (immediately)
2. Securing protected B cloud server (Fall 2018)
- 3.

### Mitigation

(Use box text below as inspiration. Replace it by your content)

1. Engaging TBS security, procurement and EARB
2. Setting up on PB ready TBS cloud environment
- 3.

s.21(1)(b)

s.69(1)(g) re: (a)

# Project Planning Dashboard

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TO BE COMPLETED BY PRESENTER

Mandatory Slide, For Cloud if managed as a Project only

## Decision Gates – Schedule - Timelines

1	2	3	4	5	6	7
<ul style="list-style-type: none"><li>• Concept Case</li><li>• Research</li><li>• Experiment</li><li>• Strategies</li></ul>	<ul style="list-style-type: none"><li>• Approach</li><li>• Additional Definition</li></ul>	<ul style="list-style-type: none"><li>• Charter</li><li>• Business Case</li><li>• EA Principles</li><li>• Light Assessment</li></ul>	<ul style="list-style-type: none"><li>• Detailed Plan</li><li>• Detailed Architecture Assessment</li></ul>	<ul style="list-style-type: none"><li>• Project Execution</li><li>• Ongoing Oversight</li></ul>	<ul style="list-style-type: none"><li>• Build Testing</li><li>• Build Release</li><li>• Sign-off</li><li>• Close-out</li></ul>	<ul style="list-style-type: none"><li>• Post-Implementation</li><li>• Lessons Learned</li></ul>

<http://www.canada.ca/en/treasury-board-secretariat/services/information-technology-project-management/project-management/guide-project-gating-it-enabled-projects.html>

## Ongoing Project or Effort (e.g: Research, Experiment, Strategy Development)

### Schedule

Is the effort on schedule ? Yes ☐ No ☒ Server procurement issues connected to PIA

## New Project or Effort (e.g: Research, Experiment, Strategy Development)

### Planned Start Date

### Planned End Date

### Estimated Total Duration

### Estimated Total Costs

June, 2017

June, 2021

4 year to reach scale

450k in year one

Approx. 1M raise for year 2

## Complexity Rating

1



### Briefly Describe

Designed for simplicity so we could quickly build and test something real. Complexity is expected to increase as testing proceeds.

Low

2

### Briefly Describe

Med.

3

High



# Enterprise Architecture Principles # 1 – 6

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Mandatory Slide

## Describe Alignment/Compliance or Non Applicability – «Light» EA Fitness Assessment

<b># 1 : Scope : GC Enterprise First, GC Enterprise Clusters Second, Departmental Uniqueness Last</b> Departmental Uniqueness needs to be justified	Yes <input checked="" type="checkbox"/> No <input type="checkbox"/> N/A <input type="checkbox"/>
<b># 2: Reusability: Reuse First, Buy Second, Build Last</b> Non reusability when existing solutions exist needs to be justified	Yes <input type="checkbox"/> No <input checked="" type="checkbox"/> N/A <input type="checkbox"/>
<b># 3: Business and Users First</b> The Investment/Project/Solution or Effort must be in support of the GC Business of Governing, anchored in the GC/D Business Capability Model	Yes <input checked="" type="checkbox"/> No <input type="checkbox"/> N/A <input type="checkbox"/>
<b># 4: Client &amp; Service Oriented</b> This principle should be an integral part of Solution Design. If Services are impacted describe which Services and how they will be improved	Yes <input checked="" type="checkbox"/> No <input type="checkbox"/> N/A <input type="checkbox"/>
<b># 5: Information, including data, is an Asset</b> Information must be Standardized, Normalized, Shared, Open and Protected. Describe how this investment will achieve or improve this principle	Yes <input checked="" type="checkbox"/> No <input type="checkbox"/> N/A <input type="checkbox"/>
<b># 6 : Interoperable</b> If 2 or more Systems/Applications need to exchange Information/Data, alignment to the GC Interoperability Reference Architecture is encouraged.	Yes <input checked="" type="checkbox"/> No <input type="checkbox"/> N/A <input type="checkbox"/>

### Description – Applicable rationale including NOs or N/As:

- # 1: The intent is a solution that could be used or adopted broadly by the GC Enterprise
- # 2: Building: acceptable solution does not exist. This is an experiment that, if successful, has potential for enterprise reuse
- # 3: Consultations with GC experts and user testing sessions are ongoing. The prototype application will be the best test yet to determine Talent Cloud
- # 4: User testing sessions are ongoing. This project attempts to address known pain points in the application and staffing process for project based work in the GC.
- # 5: The power of platforms are in the data. Talent Cloud will be generating the data required to make informed future decisions. Talent Cloud is also an "Open by Default" project, we will share as much (non personal) data as possible.
- # 6: Leveraging GCcollab (digital workspace) account. Collaborating with other staffing platforms to improve data interoperability (for example tracking National Occupancy Codes used for GC staffing)

# Enterprise Architecture Principles # 7 to 12

UNCLASSIFIED / NON CLASSIFIÉ

TO BE COMPLETED BY PRESENTER

Mandatory Slide – Detailed EA Fitness Assessment Only

## Describe Alignment/Compliance or Non Applicability – «Detailed» EA Fitness Assessment

### # 7: Open by Default, Proprietary by Necessity

Whenever possible Open Standards should be applied and Proprietary Solutions justified. Describe your findings wrt Open vs Proprietary.

Yes	No	N/A
<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

### # 8 Mobility Preferred

Government Services & Information/data assets must be securely accessible anytime/anywhere by Canadians, Employees, Business & Foreigners.

Yes	No	N/A
<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

### # 9 Secure by Design

End to End Security must be build into the Solution Architecture at the appropriate level as informed by properly elicited requirements.

Yes	No	N/A
<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

### # Privacy Aware

Privacy policy requirements must be documented and complied with as an integral part of the Solution Architecture and weaved in the Design.

Yes	No	N/A
<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

### # 11 Cloud First

Adoption of Cloud first principle is encouraged.

Yes	No	N/A
<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

### # 12 Technology Debt Managed

Technology proliferation is not accepted. Rework always cost more. Describe how this is managed with the current investment/Project/Solution.

Yes	No	N/A
<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

### Description – Applicable rationale including regards to the NOs or N/As:

Copy/Paste r Drag

to appropriate box

- # 7: Built Open Source on GitHub, Project info all shared on GCcollab
- # 8: The intent is for this staffing platform to be continuously available on the internet
- # 9: TBS CIOB Cyber consultant to work with dev team
- # 10: Will not launch without completed PIA
- # 11: We are requesting Cloud services
- # 12: As a prototype that does not replace any existing solution, there is no technology debt

# Enterprise Architecture Alignment

GC Enterprise Target Reference Architectures & Standards will come.  
Meanwhile, and until then, please.....

UNCLASSIFIED / NON CLASSIFIÉ

TO BE COMPLETED BY PRESENTER

**Mandatory Slide**

## Describe Alignment/Compliance or Non Applicability. Light & Detailed EA Fitness Assessment

### # 1: Enterprise Business Architecture (EBA)

Describe how the Investment will improve one, or many, Business Capabilities (GC &/or Departmental BCM and the User Experience (UX)

Yes	No	N/A
<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

### # 2: Enterprise Information Architecture (EIA) including Data

Describe how the Investment will improve/ impact the Departmental EIA or its alignment to GC EIA target reference architecture

Yes	No	N/A
<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>

### # 3: Enterprise Application Architecture (EAA)

Describe how the Investment will improve/ impact the Departmental EIA or its alignment to GC EIA target reference architecture

Yes	No	N/A
<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>

## Description – Applicable rationale including “No” or “N/A”

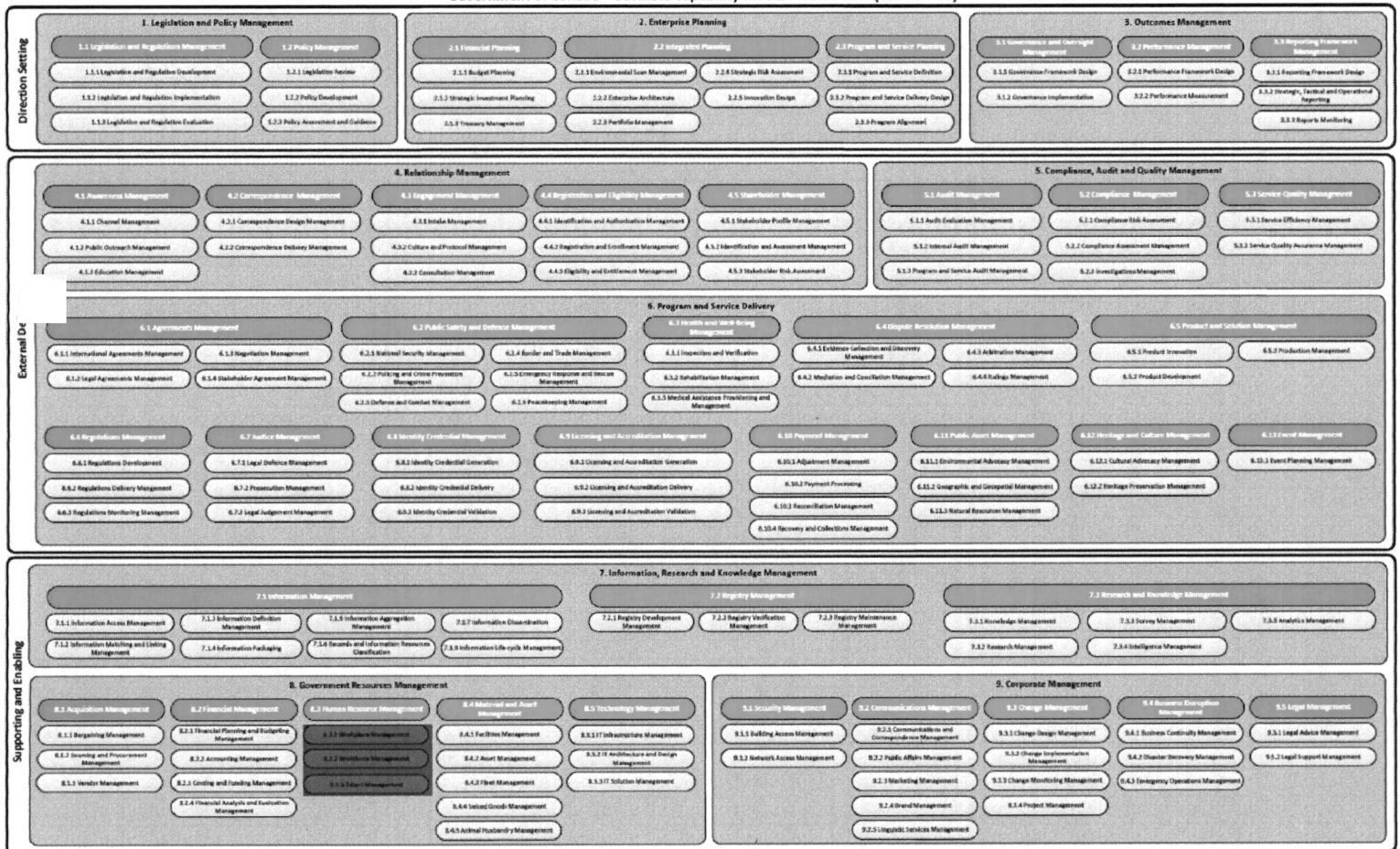
- **# 1 EBA:**
  - 8.3.1 Workplace Management
  - 8.3.2 Workforce Management
  - 8.3.3 Talent Management
- **# 2: EIA:** Talent Cloud is an experiment in staffing for the GC (HR). Until business value is demonstrated we are not prioritising EIA but are designing components to be easily exposed through APIs and collaborating with existing GC platform owners to improve data interoperability.
- **# 3 EAA:** Will not impact departmental EIA

# GC Business Capability Model (GC BCM)

UNCLASSIFIED / NON CLASSIFIÉ  
TO BE COMPLETED BY PRESENTER

Mandatory Slide

Government of Canada – Business Capability Model – v1.5 FINAL (2017-10-23)



# Enterprise Architecture Alignment

GC Enterprise Target Reference Architectures & Standards will come.

Meanwhile, and until then, please.....

UNCLASSIFIED / NON CLASSIFIÉ

TO BE COMPLETED BY PRESENTER

## Mandatory Slide – Detailed EA Fitness Assessment Only

### Describe Alignment/Compliance or Non Applicability . Detailed EA Fitness Assessment

#### # 4 : Enterprise Technology Architecture (ETA)

Describe how the Solution will be delivered? Cloud First or SSC or both? Centralized, Distributed or Hybrid? One or many instances?

Yes	No	N/A
<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

#### # 5: Enterprise Security Architecture (ESA)

Describe how the Investment will align with the Departmental ESA or its alignment to GC ESA target reference architecture

Yes	No	N/A
<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>

#### # 6: Privacy Policy Requirements

Describe the alignment/impacts to all previous Architectures

Yes	No	N/A
<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>

#### # 7: Solution Architecture (SA)

Describe the alignment/impacts to all previous Architectures & policy requirements.

Yes	No	N/A
<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>

### Description – Applicable rationale including “No” or “N/A”

- # 4 ETA: Cloud first
- # 5 ESA:
- # 6 Privacy:
- # 7 SA:

# Cloud Service Request/Assessment

UNCLASSIFIED / NON CLASSIFIÉ

TO BE COMPLETED BY PRESENTER

<http://service.ssc-spc.gc.ca/en/services/dc/cloud>

Mandatory: Only if Cloud Service Request

## What is the reason for requesting a decision from GC EARB?

☐ No contract current exists for the service being requested

☐ The data has been categorized above UNCLASSIFIED

The service is to support one of the following Business Capabilities:

☒ Enterprise Business Capabilities

☒ Human Resources

☐ Finance

☐ Electronic Record Management

☐ Case Management

The Service is to support Enterprise IT Capabilities – GC Digital Strategic plan & Priorities Aligned?

☐ IT Service Mngt. Tools (SA # 3) ☒ External Collaboration (SA # 14)

☐ Email (SA # 5) ☒ Authentication Services (SA # 21)

☐ Interoperability (SA # 11) ☒ Digital Identity (SA # 22)

☒ Mobile Application Store (SA # 12) ☐ Data Loss Prevention (SA # 24)

☒ API Store (SA # 13) ☐

# Cloud Service Request/Assessment

UNCLASSIFIED / NON CLASSIFIÉ

TO BE COMPLETED BY PRESENTER

<http://service.ssc-spc.gc.ca/en/services/dc/cloud>

Mandatory: Only if Cloud Service Request

## Cloud Service Request (SR) Description

- Describe the Cloud Service Request (Slides may be added or removed)

## Cloud Service Request (SR) Process Guidance

• New Service go to 1. <input checked="" type="checkbox"/>			
Existing Service go to 4. <input type="checkbox"/>			
1.	Processes & data categorized?	<input checked="" type="checkbox"/>	<input type="checkbox"/>
2.	Rationale for Public Cloud completed?	<input checked="" type="checkbox"/>	<input type="checkbox"/>
3.	Cloud Services Requirements Documented?	<input checked="" type="checkbox"/>	<input type="checkbox"/>
4.	Cloud Service Request Form Completed?	<input checked="" type="checkbox"/>	<input type="checkbox"/>
5.	Risks Assessment Reviewed ?	<input type="checkbox"/>	<input checked="" type="checkbox"/>
6.	Customer Subscription Accounts received from SSC?	<input type="checkbox"/>	<input checked="" type="checkbox"/>
7.	Security Controls Implemented?	<input type="checkbox"/>	<input checked="" type="checkbox"/>
8.	Authority to Operate Obtained?	<input type="checkbox"/>	<input checked="" type="checkbox"/>

## Issues

- Issues for the GC EARB

# TBS – Talent Cloud Pilot

## Enterprise Architecture Fitness Assessment Summary (CLOUD Pilot)

UNCLASSIFIED / NON CLASSIFIÉ

☒ Endorsement  
☐ Discussion / Information  
☐ Consent

Cost :  
 One time: TBD  
 On going: TBD

Project Intent	Proof of Concept / Experimental / <b>Pilot</b> / Implementation	<b>GATE = 4</b>
EARB Review Categories	<b>Public Facing</b> / Transformational or Disruptive Technology / <b>Enterprise or Clusters</b> / Other	
Type of Cloud	<input type="checkbox"/> SaaS <input type="checkbox"/> IaaS <input checked="" type="checkbox"/> PaaS <input type="checkbox"/> Not Applicable	
Risk to GC EARB	<input type="checkbox"/> Data Classification: > Unclassified <input checked="" type="checkbox"/> No Procurement Vehicle <input checked="" type="checkbox"/> Enterprise in Nature	

**Describe the Investment Proposal**

Using open source (PHP language), the Talent Cloud group intends to create a web portal where department can advertise positions and candidates can apply. The purpose is to streamline staffing process from 1 year to 30 days (including security screening and language evaluation) & obtain more qualified, good-fit candidates. The scope is general public. Personal Information about candidates (Prot-A) applying for a position will be collected from the portal and then manually downloaded to on premise storage by the talent cloud group, which later then emailed (or handed in person) to the hiring manager in the department. The Talent Cloud group has engaged TBS Cyber Security & Digital Collaboration (GC Tools).

Challenges ...	Risks...
<ol style="list-style-type: none"> <li>Enterprise In Nature (working with HR advisors from PSC, Environment Canada, NRCAN, Transport Canada, TBS, ESDC, etc. Now have 10 departments lined to be included in the pilot).</li> <li>No procurement vehicle available from SSC (but currently use TBS cloud environment).</li> <li>Data above 'Unclassified'</li> </ol>	<p>- Perhaps the risk is more towards the Project Management side of things as right now the initiative has fallen behind by 3 months already (still not completing 1<sup>st</sup> year deliverable).</p>

**GC EARB Recommendation / Guidance**

GC EARB recommends approving the request with the following caveats:

- Follow Agile process
- Should leverage the GC-approved guidance wherever possible. Going with TBS Cloud environment is a good start as it has been reviewed by GC Cloud WG.
- Aligning with the end state for Sign-in Canada (formally known as GC PASS / GC ICAS)
- Interoperability / Integration with other system(s) with an Enterprise Service Bus (discouraging pt-to-pt API)
- Develop an ongoing support model (if not yet done)



**Hash, Rhonda**

---

**From:** Dubois, Christophe  
**Sent:** Thursday, July 19, 2018 11:43 AM  
**To:** 'Merrifield, Shelley'  
**Cc:** Hash, Rhonda  
**Subject:** RE: Talent Cloud - Information Needed

Hi Shelley,

Sorry for the delay. I haven't received confirmation from Corporate HR the name of the SuperUser. I will follow up with them and get back to you.

Christophe Dubois

Gestionnaire, Analyse et planification de gestion  
Gestion des affaires, intégration et engagement | Gestion de l'information et services de la technologie  
Pêches et Océans | 11S024, 200, rue Kent, Ottawa ON K1A 0E6  
[Christophe.Dubois@dfo-mpo.gc.ca](mailto:Christophe.Dubois@dfo-mpo.gc.ca), Tél. : 613-993-8598

Manager, Business Planning and Analysis  
Business Management, Integration & Engagement | Information Management and Technology Services  
Fisheries and Oceans | 11S024, 200 Kent Street, Ottawa ON K1A 0E6  
[Christophe.Dubois@dfo-mpo.gc.ca](mailto:Christophe.Dubois@dfo-mpo.gc.ca), Tel: 613-993-8598

---

**From:** Merrifield, Shelley [<mailto:Shelley.Merrifield@tbs-sct.gc.ca>]  
**Sent:** July-19-18 11:23 AM  
**To:** Hash, Rhonda <[Rhonda.Hash@dfo-mpo.gc.ca](mailto:Rhonda.Hash@dfo-mpo.gc.ca)>; Dubois, Christophe <[Christophe.Dubois@dfo-mpo.gc.ca](mailto:Christophe.Dubois@dfo-mpo.gc.ca)>  
**Subject:** RE: Talent Cloud - Information Needed

Hi;

Would it be possible to get the information asked for below please?

Thanks.

Shelley

---

**From:** Merrifield, Shelley  
**Sent:** July 16, 2018 11:30 AM  
**To:** Hash, Rhonda: DFO.MPO <[Rhonda.Hash@dfo-mpo.gc.ca](mailto:Rhonda.Hash@dfo-mpo.gc.ca)>; Dubois, Christophe: DFO.MPO <[christophe.dubois@dfo-mpo.gc.ca](mailto:christophe.dubois@dfo-mpo.gc.ca)>  
**Subject:** Talent Cloud - Information Needed  
**Importance:** High

od Morning ☺

Could you please advise me as to who your department's HR Superuser would be?

**Sioufi, Georges**

---

**From:** Lapointe, Christian  
**Sent:** Thursday, July 19, 2018 11:56 AM  
**To:** Dubois, Christophe  
**Subject:** RE: Talent Cloud Superuser

Bonjour Christophe,

J'ai communiqué avec TBS afin d'obtenir plus d'information sur les tâches que les ressources humaines devront être effectuées en tant que super utilisateur. Je suis actuellement dans l'attente d'une réponse.

Je vous ferai parvenir plus d'information dès que possible.

Merci

**Christian Lapointe**  
Team Leader / Chef d'équipe  
Operational Resourcing / Ressourcement opérationnel  
Fisheries and Oceans Canada / Pêches et Océans Canada  
300 Laurier, Ottawa, ON K1A 0E6  
[Christian.Lapointe@dfo-mpo.gc.ca](mailto:Christian.Lapointe@dfo-mpo.gc.ca) / 613-867-3759

---

**From:** Dubois, Christophe  
**Sent:** July-19-18 11:45 AM  
**To:** Lapointe, Christian  
**Subject:** RE: Talent Cloud Superuser

Bonjour Christian,

TBS me relance pour connaître qui sera notre Superuser. Est-ce que une décision a été prise ?

Merci  
Christophe

---

**From:** Dubois, Christophe  
**Sent:** July-16-18 11:50 AM  
**To:** Lapointe, Christian <[Christian.Lapointe@dfo-mpo.gc.ca](mailto:Christian.Lapointe@dfo-mpo.gc.ca)>  
**Subject:** Talent Cloud Superuser

Bonjour Christian,

La personne contact à TBS est Shelley Merrifield, [Shelley.Merrifield@tbs-sct.gc.ca](mailto:Shelley.Merrifield@tbs-sct.gc.ca)

As-tu une idée quand on pourrait confirmer qui sera notre HR Superuser.

Merci  
Christophe

**From:** Lapointe, Christian  
**nt:** June-21-18 8:11 AM  
**cc:** Dubois, Christophe <Christophe.Dubois@dfo-mpo.gc.ca>  
**Subject:** RE: Rencontre

Bonjour Christophe,

Auriez-vous une personne-ressource avec laquelle je pourrais communiquer?

Merci et bonne journée.

**Christian Lapointe**

Team Leader | Chef d'équipe  
Operational Resourcing | Ressourcement opérationnel  
Fisheries and Oceans Canada | Pêches et Océans Canada  
300 Laurier, Ottawa, ON K1A 0E6  
[Christian.Lapointe@dfo-mpo.gc.ca](mailto:Christian.Lapointe@dfo-mpo.gc.ca) / 613-867-3759

---

**From:** Dubois, Christophe  
**Sent:** June-18-18 10:56 AM  
**To:** Lapointe, Christian  
**Subject:** RE: Rencontre

Bonjour Christian,

Voici les informations que j'avais reçu, quand j'avais pose la question à propos du Superuser :

\*\*\*\*\*

Hi Christophe,

We recommend having someone from Corporate HR to be the HR superuser, as the HR superuser will be the point person in corporate HR to process all Talent Cloud-related staffing paperwork. We'll be working closely with the HR Superuser on testing the Talent Cloud process. We don't have any specific requirements in terms of qualifications/level, though ideally the superuser should be familiar with staffing policies and existing staffing process at DFO. The HR superuser should also be open to testing new processes and connected with HR experts in other areas (e.g. classification).

We are not limiting the number of HR superusers per department, so your team is welcome to have an additional HR superuser from your group who is more familiar with the staffing needs in your group to participate in the process, if prefer.

Merci  
Christophe

---

**From:** Lapointe, Christian  
**nt:** June-18-18 9:46 AM  
**cc:** Dubois, Christophe <Christophe.Dubois@dfo-mpo.gc.ca>  
**Subject:** Rencontre

Bon matin Christophe,

Serait-il possible de déplacer notre rencontre à 10h30? J'aimerais simplement attendre que l'orage soit terminé avant  
venir vous rejoindre. S'il se calme dans quelques minutes, j'irai vous rejoindre immédiatement.

Merci

**Christian Lapointe**

Team Leader | Chef d'équipe

Operational Resourcing | Ressourcement opérationnel

Fisheries and Oceans Canada | Pêches et Océans Canada

300 Laurier, Ottawa, ON K1A 0E6

[Christian.Lapointe@dfo-mpo.gc.ca](mailto:Christian.Lapointe@dfo-mpo.gc.ca) / 613-867-3759

Sioufi, Georges

---

**From:** Kwok, Rosita <Rosita.Kwok@tbs-sct.gc.ca>  
**Sent:** Wednesday, August 1, 2018 2:33 PM  
**To:** Dubois, Christophe  
**Subject:** FW: Talent Cloud Superuser  
**Attachments:** Talent Cloud - Inaugural meeting with Phase II HR superusers (Session 2)....ics; Talent Cloud - Inaugural meeting with Phase II HR superusers (Session 1)....ics

Good afternoon Christophe,

As a follow-up to the email below,

We have exchanged emails with Christian over the past few weeks to clarify the role of the Talent Cloud HR superuser, but we are unsure if a superuser has been identified for DFO yet. It would be much appreciated if you can let us know if you have any updates on this, as it is really important to have HR superuser from all Phase II partner departments to participate in one of the meetings mentioned below.

Many thanks,  
Rosita

**From:** Kwok, Rosita  
**Sent:** August 1, 2018 2:25 PM  
**To:** 'Christian.Lapointe@dfo-mpo.gc.ca' <Christian.Lapointe@dfo-mpo.gc.ca>  
**Cc:** Dubois, Christophe: DFO.MPO <christophe.dubois@dfo-mpo.gc.ca>  
**Subject:** RE: Talent Cloud Superuser

Good after Christian,

This is to note that as many Talent Cloud HR Superusers will be away next week, we have rescheduled the Talent Cloud HR Superuser meeting to later in August. To ensure all HR Superusers will be able to participate, there will be two sessions available:

- Tuesday, August 14 (10:30 a.m. to 12:00 p.m.)
- Tuesday, August 21 (1:30 p.m. to 3 p.m.)

Attached please find the meeting invites for the two sessions. It will be much appreciated if you can let us know once a superuser for DFO has been identified.

Many thanks,  
Rosita

**Smith, Lisa**

---

**Subject:** Talent Cloud - Inaugural meeting with Phase II HR superusers (Session 2) | Nuage de talents - Réunion inaugurale avec les super-utilisateurs des RH à l'étape II (séance 2)  
**Location:** 90 Elgin Street, Room 2067  
**Start:** Tue 21/08/2018 1:30 PM  
**End:** Tue 21/08/2018 3:00 PM  
**Show Time As:** Tentative  
**Recurrence:** (none)  
**Meeting Status:** Not yet responded  
**Organizer:** Talent Cloud-nuage de talents

Thanks for confirming your attendance for the Talent Cloud Phase II HR Superusers meeting (session 2) on Tuesday, August 21, between 1:30 p.m. and 3:00 p.m..

This session will take place on the 2nd floor at 90 Elgin Street, Ottawa. When you arrive, a Team member will be at the desk beside the commissioner's desk to give you direction and/or escort you to the meeting room.

If you have trouble finding us, don't hesitate to contact Rosita at 613-617-5281

We look forward to seeing you!

The Talent Cloud Team

\*\*\*\*\*

Nous vous remercions d'avoir confirmé votre participation à la réunion des super-utilisateurs des RH sur l'étape II du Nuage des talents (séance 1), qui aura lieu le mardi 21 août, de 13 h 30 à 15 h.

La réunion se tiendra au 90, rue Elgin, 2e étage, à Ottawa. Lorsque vous arriverez, un membre de notre équipe sera au bureau de réception qui se trouve à côté du bureau des commissionnaires. Cette personne vous donnera des directives, ou elle vous mènera jusqu'à la salle de réunion.

Si vous avez de la difficulté à nous retrouver, n'hésitez pas à communiquer avec Rosita au 613-617-5281.

Nous serons heureux de vous voir au rendez-vous!

L'équipe du Nuage de talent

**Smith, Lisa**

---

**Subject:** Talent Cloud - Inaugural meeting with Phase II HR superusers (Session 1) | Nuage de talents - Réunion inaugurale avec les super-utilisateurs des RH à l'étape II (séance 1)  
**Location:** 90 Elgin Street, Room 2067  
**Start:** Tue 14/08/2018 10:30 AM  
**End:** Tue 14/08/2018 12:00 PM  
**Show Time As:** Tentative  
**Recurrence:** (none)  
**Meeting Status:** Not yet responded  
**Organizer:** Talent Cloud-nuage de talents

Thanks for confirming your attendance for the Talent Cloud Phase II HR Superusers meeting (session 1) on Tuesday, August 14, between 10:30 and 12:00.

This session will take place on the 2nd floor at 90 Elgin Street, Ottawa. When you arrive, a Team member will be at the desk beside the commissioner's desk to give you direction and/or escort you to the meeting room.

If you have trouble finding us, don't hesitate to contact Rosita at 613-617-5281

We look forward to seeing you!

The Talent Cloud Team

\*\*\*\*\*

Nous vous remercions d'avoir confirmé votre participation à la réunion des super-utilisateurs des RH sur l'étape II du Nuage des talents (séance 1), qui aura lieu le mardi 14 août, de 10 h 30 à 12 h.

La réunion se tiendra au 90, rue Elgin, 2e étage, à Ottawa. Lorsque vous arriverez, un membre de notre équipe sera au bureau de réception qui se trouve à côté du bureau des commissionnaires. Cette personne vous donnera des directives, ou elle vous mènera jusqu'à la salle de réunion.

Si vous avez de la difficulté à nous retrouver, n'hésitez pas à communiquer avec Rosita au 613-617-5281.

Nous serons heureux de vous voir au rendez-vous!

L'équipe du Nuage de talent

**Coufi, Georges**

---

**From:** Andrusyk, Iris  
**Sent:** Tuesday, August 14, 2018 11:16 AM  
**To:** Dubois, Christophe  
**Subject:** RE: Talent Cloud Superuser

Will do!

---

**From:** Dubois, Christophe  
**Sent:** August-14-18 11:11 AM  
**To:** Andrusyk, Iris <Iris.Andrusyk@dfo-mpo.gc.ca>  
**Subject:** RE: Talent Cloud Superuser

Ok thanks Iris,

Will you please confirm your attendance with Rosita Kwok ?

Christophe

---

**From:** Andrusyk, Iris  
**Sent:** August-14-18 10:59 AM  
**To:** Dubois, Christophe <Christophe.Dubois@dfo-mpo.gc.ca>  
**Cc:** Young, Elizabeth <Elizabeth.Young@dfo-mpo.gc.ca>  
**Subject:** RE: Talent Cloud Superuser

Bonjour Christophe,

No official answer..

BUT as far as I am understanding Christian was going to be the superuser. So in the interim, I will attend on his behalf.

I will attend the session next Tuesday from 1;30-3pm if available.

Iris

---

**From:** Dubois, Christophe  
**Sent:** August-14-18 10:52 AM  
**To:** Andrusyk, Iris <Iris.Andrusyk@dfo-mpo.gc.ca>  
**Cc:** Young, Elizabeth <Elizabeth.Young@dfo-mpo.gc.ca>  
**Subject:** RE: Talent Cloud Superuser

Hi Iris,

Any update ?

anks  
Christophe



**From:** Andrusyk, Iris  
**nt:** August-10-18 8:36 AM  
**:** Dubois, Christophe <Christophe.Dubois@dfo-mpo.gc.ca>  
**Cc:** Young, Elizabeth <Elizabeth.Young@dfo-mpo.gc.ca>  
**Subject:** RE: Talent Cloud Superuser

s.19(1)  
s.21(1)(b)

We were sort of left a bit out of the loop on this during the transition

That being said, I did ask my acting director if he knew anything and he said there was a brief mention but he was not too sure if Christian was to be the super user or if he assigned someone.

I did my research with my team (christian's team) and it came up that no one was assigned to be the HR superuser..

I reached out to Christian and he told me no one was chosen. If you are OK with it, my director and I can discuss with him on Monday morning and get back to you right away?

Merci,  
Iris

*Iris Andrusyk*

A/Team Lead | Chef d'équipe, p.i.  
Corporate Staffing and Operational Resourcing | Dotation ministérielle et Ressourcement opérationnel  
Fisheries and Oceans Canada | Pêches et Océans Canada  
Government of Canada | Gouvernement du Canada

200 Kent Street c/o 300 Laurier Avenue West, Ottawa ON K1A 0E6  
200, rue Kent a/s 300, av. Laurier O, Ottawa (Ontario) K1A 0E6  
[Iris.andrusyk@dfo-mpo.gc.ca](mailto:Iris.andrusyk@dfo-mpo.gc.ca) / Tel: 613-867-3176

**From:** Dubois, Christophe  
**Sent:** August-10-18 8:26 AM  
**To:** Andrusyk, Iris <Iris.Andrusyk@dfo-mpo.gc.ca>  
**Cc:** Young, Elizabeth <Elizabeth.Young@dfo-mpo.gc.ca>  
**Subject:** FW: Talent Cloud Superuser

Hi Iris,

As I mentioned in a previous email, TBS is still looking to know who the HR SuperUser for the Talent Cloud project will be. They have been asking for several month and they have 2 planned session in the coming weeks (see below). Can you please discuss with your management to find someone who can attend. As additional info see the attached message for a brief description of the HR SuperUser role. I know also that Christian had discussion about it with Shelley Merrifield from TBS.

Thanks  
Christophe

**From:** Kwok, Rosita [<mailto:Rosita.Kwok@tbs-sct.gc.ca>]  
**nt:** August-09-18 3:44 PM  
**ro:** Dubois, Christophe <Christophe.Dubois@dfo-mpo.gc.ca>  
**Subject:** RE: Talent Cloud Superuser

Hi Christophe,

This is to note that we have cancelled the August 14 HR Superuser session due to low registration.

There will still be two sessions for the DFO HR Superuser to choose from:

- Tuesday, August 21 (1:30 p.m. to 3 p.m.)
- Tuesday, August 28 (10:30 a.m. to 12:00 p.m.)

It would be much appreciated if you or the HR Superuser can confirm which session they will be attending once that information is available.

Many thanks,  
Rosita

**From:** Dubois, Christophe [mailto:Christophe.Dubois@dfo-mpo.gc.ca]  
**Sent:** August 1, 2018 3:24 PM  
**To:** Kwok, Rosita <Rosita.Kwok@tbs-sct.gc.ca>  
**Subject:** RE: Talent Cloud Superuser

Hi Rosita,

I will follow up with HR and try to get an answer from them. I'll keep you posted

Thanks

**Christophe Dubois**  
 Gestionnaire, Analyse et planification de gestion  
 Gestion des affaires, intégration et engagement | Gestion de l'information et services de la technologie  
 Pêches et Océans | 11S024, 200, rue Kent, Ottawa ON K1A 0E6  
[Christophe.Dubois@dfo-mpo.gc.ca](mailto:Christophe.Dubois@dfo-mpo.gc.ca), Tél. : 613-993-8598

Manager, Business Planning and Analysis  
 Business Management, Integration & Engagement | Information Management and Technology Services  
 Fisheries and Oceans | 11S024, 200 Kent Street, Ottawa ON K1A 0E6  
[Christophe.Dubois@dfo-mpo.gc.ca](mailto:Christophe.Dubois@dfo-mpo.gc.ca), Tel: 613-993-8598

**From:** Kwok, Rosita [mailto:Rosita.Kwok@tbs-sct.gc.ca]  
**Sent:** August-01-18 2:33 PM  
**To:** Dubois, Christophe <Christophe.Dubois@dfo-mpo.gc.ca>  
**Subject:** FW: Talent Cloud Superuser

Good afternoon Christophe,

As a follow-up to the email below, [REDACTED]  
 [REDACTED] We have exchanged emails with Christian over the past few weeks to clarify the role of the Talent Cloud HR superuser, but we are unsure if a superuser has been identified for DFO yet. It would be much appreciated if you can let us know if you have any updates on this, as it is really important to have HR superuser from all Phase II partner departments to participate in one of the meetings mentioned below.

Many thanks,  
Rosita

**From:** Kwok, Rosita  
**nt:** August 1, 2018 2:25 PM  
**..:** 'Christian.Lapointe@dfo-mpo.gc.ca' <[Christian.Lapointe@dfo-mpo.gc.ca](mailto:Christian.Lapointe@dfo-mpo.gc.ca)>  
**Cc:** Dubois, Christophe: DFO.MPO <[christophe.dubois@dfo-mpo.gc.ca](mailto:christophe.dubois@dfo-mpo.gc.ca)>  
**Subject:** RE: Talent Cloud Superuser

Good after Christian,

This is to note that as many Talent Cloud HR Superusers will be away next week, we have rescheduled the Talent Cloud HR Superuser meeting to later in August. To ensure all HR Superusers will be able to participate, there will be two sessions available:

- Tuesday, August 14 (10:30 a.m. to 12:00 p.m.)
- Tuesday, August 21 (1:30 p.m. to 3 p.m.)

Attached please find the meeting invites for the two sessions. It will be much appreciated if you can let us know once a superuser for DFO has been identified.

Many thanks,  
Rosita

**Graham, Richard**

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**From:** Young, Elizabeth  
**Sent:** 2018–August-17 8:10 AM  
**To:** Laporte, Dominic  
**Cc:** Husainy, Syed; Ben Essalah, Hachem; Essoltani, Abdelaziz  
**Subject:** Possible content for DM call this morning

**Categories:** Red Category

Hello,

By Random chance Alex Benay tweeted out this message this morning. DFO is part of the Talent Cloud ... we haven't done a lot with it yet. We are also still waiting for a contact name from DFO HR to give to the folks at the Talent Cloud.

Anyway this was his Tweet:

=====

**Alex Benay** 15m15 minutes ago

the future of HR is machine assisted ... don't think there is any avoiding it ... same for translation ... service ... etc ...  
@TalentCloudGC @patrick\_borbey<https://www.forbes.com/sites/serenitygibbons/2018/08/16/how-ai-can-make-recruiting-more-efficient/#dc586ca2accb> ...

**Elizabeth Young**

Senior Director, Business Management, Integration and Engagement  
Fisheries and Oceans Canada  
[Elizabeth.Young@dfo-mpo.gc.ca](mailto:Elizabeth.Young@dfo-mpo.gc.ca) Tel: 613-990-0185 Fax: 613-993-8930

[http://www.gcpeia.gc.ca/wiki/DFOMPO\\_IMTSGIST](http://www.gcpeia.gc.ca/wiki/DFOMPO_IMTSGIST)

Directrice principale, gestion d'affaires, intégration et engagement  
Pêches et Océans Canada  
[Elizabeth.Young@dfo-mpo.gc.ca](mailto:Elizabeth.Young@dfo-mpo.gc.ca) Tél: 613-990-0185 Fax: 613-993-8930

[http://www.gcpeia.gc.ca/wiki/DFOMPO\\_IMTSGIST?lang=fr](http://www.gcpeia.gc.ca/wiki/DFOMPO_IMTSGIST?lang=fr)

**Wash, Rhonda**

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**Subject:** Talent Cloud Signatory Departments Advisory Committee  
**Location:** 2025, 90 Elgin Street  
  
**Start:** Tue 9/25/2018 9:00 AM  
**End:** Tue 9/25/2018 10:30 AM  
**Show Time As:** Tentative  
  
**Recurrence:** (none)  
  
**Meeting Status:** Not yet responded  
  
**Organizer:** Talent Cloud-nuage de talents

We would like to invite you to the inaugural meeting of the Talent Cloud Signatory Departments Advisory Committee. The meeting will take place on Tuesday, September 25, from 9 am to 10:30 am, at 90 Elgin Street, Ottawa.

The Advisory Committee is part of the MOU between Talent Cloud and partner departments. The purpose is to provide insight and guidance on the direction of the initiative. If you are unable to participate, please let us know in advance. You may send an executive representative (senior director or above) as a substitute. Please select participants who are passionate about concepts related to GC Talent Cloud.

When you arrive, a team member will be at the desk beside the commissioner's desk to provide you with a security pass.

If you have trouble finding us, don't hesitate to contact Shelley at 613-295-9451

We look forward to seeing you.

The Talent Cloud Team

\*\*\*\*\*

Nous souhaitons vous inviter à la réunion inaugurale du Comité consultatif des ministères signataires au Nuage de talents. La réunion aura lieu le mardi 25 septembre, de 9 h à 10 h 30, au 90, rue Elgin, à Ottawa.

Le Comité consultatif fait partie du protocole d'entente intervenu entre le Nuage de talents et les ministères partenaires. L'objectif est de fournir des indications générales et des conseils au sujet de l'orientation de l'initiative. Si vous n'êtes pas en mesure de prendre part à la réunion, veuillez nous en aviser. Vous pouvez envoyer un représentant de la haute direction (directeur principal ou niveau supérieur) à titre de remplaçant. Veuillez choisir des participants qui sont passionnés par les concepts liés au Nuage de talents du gouvernement.

Lorsque vous arriverez, un membre de notre équipe sera au bureau de réception qui se trouve à côté du bureau des commissaires. Cette personne vous donnera un laissez-passer.

Si vous avez de la difficulté à nous retrouver, n'hésitez pas à communiquer avec Shelley au 613-295-9451.

Nous serons heureux de vous voir au rendez vous.

**Hash, Rhonda**

---

**From:** Talent Cloud-nuage de talents <Talent.Cloud-nuage.de.talents@tbs-sct.gc.ca>  
**Sent:** Thursday, August 30, 2018 4:27 PM  
**To:** Young, Elizabeth  
**Cc:** Hash, Rhonda; Dubois, Christophe; Talent Cloud-nuage de talents  
**Subject:** Talent Cloud Signatory Departments Advisory Committee  
**Attachments:** Talent Cloud Signatory Departments Advisory Committee.ics

Elizabeth,

We would like to invite you to the inaugural meeting of the Talent Cloud Signatory Departments Advisory Committee. The meeting will take place on **Tuesday, September 25, from 9 am to 10:30 am**, at 90 Elgin Street, Ottawa.

The Advisory Committee is part of the MOU between Talent Cloud and partner departments. The purpose is to provide insight and guidance on the direction of the initiative. If you are unable to participate, please let us know in advance. You may send an executive representative (senior director or above) as a substitute. Please select participants who are passionate about concepts related to GC Talent Cloud.

A package with more information about the meeting, including the agenda, will be shared closer to the date.

We look forward to seeing you.

The Talent Cloud team

## **Graham, Richard**

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**From:** Young, Elizabeth  
**Sent:** 2018-August-31 8:57 AM  
**To:** 'Talent Cloud-nuage de talents'  
**Subject:** Accepted: Talent Cloud Signatory Departments Advisory Committee  
  
**Categories:** Red Category

**Sioufi, Georges**

---

**From:** Kwok, Rosita <Rosita.Kwok@tbs-sct.gc.ca>  
**Sent:** Tuesday, September 4, 2018 12:06 PM  
**To:** Lapointe, Christian; Andrusyk, Iris  
**Cc:** Dubois, Christophe  
**Subject:** Talent Cloud Superuser

Good afternoon,

This is to let you know that because of low registration, we'll need to cancel the Talent Cloud HR superuser session on Sep 6<sup>th</sup>.

Given the development of the project and the several failed attempts to schedule this session, a formal meeting of all HR superusers will be convened in mid-October. The invite will be sent in the coming weeks.

In the meantime, please don't hesitate to let me know if you have any questions.

Best,  
Rosita

**Rosita Kwok**

Talent Cloud | Nuage de talents

Office of the Chief Information Officer of Canada | Bureau du dirigeant principal de l'information du Canada

Treasury Board of Canada Secretariat | Secrétariat du Conseil du Trésor du Canada

<https://gccollab.ca/groups/profile/19750/entalent-cloudfrnuage-de-talent>



**Graham, Richard**

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**From:** Young, Elizabeth  
**Sent:** 2018-September-19 12:37 PM  
**To:** Ben Essalah, Hachem  
**Cc:** Dubois, Christophe; Hash, Rhonda; Sabourin, Darlene  
**Subject:** FW: Talent Cloud Signatory Departments Advisory Committee  
**Attachments:** Agenda - September 25, 2018 - Bilingual.pdf; Terms of Reference - Bilingual.pdf  
  
**Categories:** Red Category

Just FYI – Christophe and I are attending.

Elizabeth Young  
613-990-0185

**From:** Talent Cloud-nuage de talents [mailto:Talent.Cloud-nuage.de.talents@tbs-sct.gc.ca]  
**Sent:** Wednesday, September 19, 2018 12:37 PM  
**To:** Young, Elizabeth <Elizabeth.Young@dfo-mpo.gc.ca>  
**Cc:** Hash, Rhonda <Rhonda.Hash@dfo-mpo.gc.ca>; Dubois, Christophe <Christophe.Dubois@dfo-mpo.gc.ca>; Talent Cloud-nuage de talents <Talent.Cloud-nuage.de.talents@tbs-sct.gc.ca>  
**Subject:** RE: Talent Cloud Signatory Departments Advisory Committee

Hi Elizabeth;

Thank you for accepting the invitation for the GC Talent Cloud Signatory Departments Advisory Committee Meeting. We are looking forward to a great discussion at the inaugural meeting next Tuesday, September 25, between 1:00 and 2:30. The meeting will take place at 90 Elgin Street, Room 2025.

Please find attached the agenda and the Terms of Reference for the Advisory Committee.

Thank you again for your continued support of GC Talent Cloud. If you have any questions about the Committee or the meeting, please don't hesitate to let us know.

The Talent Cloud Team

**From:** Talent Cloud-nuage de talents  
**Sent:** August 30, 2018 4:27 PM  
**To:** Young, Elizabeth <Elizabeth.Young@dfo-mpo.gc.ca>  
**Cc:** Hash, Rhonda: DFO.MPO <Rhonda.Hash@dfo-mpo.gc.ca>; Dubois, Christophe: DFO.MPO <christophe.dubois@dfo-mpo.gc.ca>; Talent Cloud-nuage de talents <Talent.Cloud-nuage.de.talents@tbs-sct.gc.ca>  
**Subject:** Talent Cloud Signatory Departments Advisory Committee

Elizabeth,

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The Advisory Committee is part of the MOU between Talent Cloud and partner departments. The purpose is to provide insight and guidance on the direction of the initiative. If you are unable to participate, please let us know in advance. You

may send an executive representative (senior director or above) as a substitute. **Please select participants who are passionate about concepts related to GC Talent Cloud.**

A package with more information about the meeting, including the agenda, will be shared closer to the date.

We look forward to seeing you.

The Talent Cloud team



# AGENDA

## GC Talent Cloud DG Signatory Department Advisory Committee Meeting

September 25, 2018

9:00 AM – 10:30 AM (EDT)

**Secretariat:** GC Talent Cloud

**Location:** Room 2025 – 90 Elgin Street, Ottawa

5 minutes	Introduction	All
20 minutes	Project Update	Lauren Hunter
25 minutes	Platform Demo	Gray O'Byrne
40 minutes	Q & A	All

# ORDRE DU JOUR

## Réunion du Comité consultatif des directeurs généraux des ministères signataires sur le Nuage de talents du gouvernement du Canada (GC)

Le 25 septembre 2018

De 9 h à 10 h 30 (heure avancée de l'Est)

**Secrétariat :** Nuage de talents du GC

**Lieu :** Salle 2025 – 90, rue Elgin, Ottawa

5 minutes	Présentations	Tous
20 minutes	Mise à jour sur le projet	Lauren Hunter
25 minutes	Démonstration de la plateforme	Gray O'Byrne
40 minutes	Questions et réponses	Tous

## **Signatory Departments Talent Cloud Advisory Committee Terms of Reference**

### **Purpose of the Signatory Departments Talent Cloud Advisory Committee**

To provide insight and guidance on the direction of the GC Talent Cloud initiative, including (but not limited to) the hiring streams for Phase II of the project, the pilots' intended outcomes, and the project's performance and results. Advisory Committee members are invited to bring their diverse expertise and perspectives to challenge, shape and improve the GC Talent Cloud initiative so it can deliver the best possible results for Canadians.

### **Structure of the Signatory Departments Advisory Committee**

The Advisory Committee is comprised of senior executive representatives (DG level; senior director accepted as alternate) of the project's Phase II signatory departments.

### **Selection of Advisory Committee Members**

Advisory Committee members represent a diverse range of perspectives and user groups of the signatory departments. Advisory committee membership is established through the Phase II partnership MOUs signed between departments and the GC Talent Cloud team. Membership is effective within the timeframe specified in the MOU and ends immediately when the MOU is terminated.

### **Advisory Committee Member Time Commitment**

Advisory Committee members are asked to participate in 4 quarterly meetings per year. Meetings will be scheduled as far in advance as possible to allow Advisory Committee members to plan accordingly. Meetings will take place in Ottawa. Virtual participation arrangements will be made for each meeting. Meetings will last approximately 1.5-2 hours, depending on agenda items. Any briefing materials provided in advance of meetings will not require any notable time commitment.

### **Substitutions and Absence**

Advisory Committee members are asked to notify the GC Talent Cloud team in advance if they are unable to attend a meeting. If Advisory Committee members wish to send a substitute, they are asked to send an executive representative (director or above) who is passionate about concepts related to GC Talent Cloud, and is able to converse directly with the Advisory Committee member after the meeting to provide an update.

If Advisory Committee members are repeatedly unable to attend, they are asked to vacate their seat to allow for another participant to be selected. By signing the MOU, signatory departments have agreed to ensure an EX level representative is present at the Signatory Departments Talent Cloud Advisory Committee.

### **Committee Members**

Canada Border Services Agency	-	Réa McKay
Employment and Social Development Canada	-	Marie-Flore Baptiste
Environment and Climate Change Canada	-	Annie Duchesne
Fisheries and Oceans Canada	-	Elizabeth Young
Global Affairs Canada	-	Allison Young
Innovation, Science and Economic Development Canada	-	Joanne Lirette
Natural Resources Canada	-	Jesse Schwartz
Public Services and Procurement Canada	-	Emilio Franco
Status of Women Canada	-	Anik Lapointe
Transport Canada	-	Tracey Sametz

## **Comité consultatif des ministères signataires sur le Nuage de talents Mandat**

### **Raison d'être du Comité consultatif des ministères signataires sur le Nuage de talents**

Commenter et encadrer l'orientation de l'initiative Nuage de talents du gouvernement du Canada (GC), y compris (sans toutefois s'y limiter) sur les volets de l'embauche pour la phase II du projet, les résultats visés des projets pilotes, ainsi que sur le déroulement du projet et ses résultats. Les membres du Comité consultatif sont invités à faire valoir leurs compétences et leurs points de vue pour remettre en question l'initiative Nuage de talent du GC, la façonner et y apporter des améliorations afin qu'elle puisse donner les meilleurs résultats qui soient pour les Canadiens.

### **Structure du Comité consultatif des ministères signataires**

Le Comité consultatif est composé de représentants de la haute direction (niveau du directeur général; directeur principal accepté comme remplaçant) des ministères signataires de la phase II du projet.

### **Sélection des membres du Comité consultatif**

Les membres du Comité consultatif représentent un vaste éventail de points de vue et de groupes d'utilisateurs des ministères signataires. La composition du Comité consultatif est régie par les protocoles d'entente (PE) sur les partenariats de la phase II signés entre les ministères et l'équipe du Nuage de talents du GC. Le mandat des membres prend effet le jour indiqué au PE et prend fin dès que celui-ci est résilié.

### **Temps à consacrer par les membres du Comité consultatif**

Les membres du Comité consultatif sont conviés à quatre (4) réunions trimestrielles par année. Le calendrier des réunions sera convenu bien à l'avance de sorte à permettre aux membres du Comité consultatif de planifier en conséquence. Les réunions auront lieu à Ottawa. Des dispositions seront prises pour une participation virtuelle à chacune des réunions. La durée des réunions sera d'environ 1,5 à 2 heures, selon les points à l'ordre du jour. Le temps requis pour prendre connaissance des documents d'information remis avant les réunions ne sera pas considérable.

### **Remplacements et absences**

Les membres du Comité consultatif sont priés d'informer à l'avance l'équipe du Nuage de talents du GC s'ils ne peuvent pas se présenter à la réunion. Si les membres du Comité consultatif souhaitent envoyer un substitut, ils sont invités à envoyer un représentant-cadre (niveau du directeur ou supérieur) qui se passionne pour les concepts véhiculés par le Nuage de talents du GC et est en mesure, par la suite, d'informer en personne le membre du Comité consultatif du déroulement de la réunion.

Si un membre du Comité consultatif est dans l'impossibilité d'assister à maintes reprises, il est prié de céder son siège de sorte à pouvoir choisir un autre participant. En signant le PE, les ministères signataires ont convenu de garantir la présence d'un représentant de niveau EX au Comité consultatif des ministères signataires sur le Nuage de talents du GC.

### **Membres du Comité**

Agence des services frontaliers du Canada	-	Réa McKay
Emploi et Développement social Canada	-	Marie-Flore Baptiste
Environnement et Changement climatique Canada	-	Annie Duchesne
Pêches et Océans Canada	-	Elizabeth Young
Affaires mondiales Canada	-	Allison Young
Innovation, Sciences et Développement économique Canada	-	Joanne Lirette
Ressources naturelles Canada	-	Jesse Schwartz
Services publics et Approvisionnement Canada	-	Emilio Franco
Condition féminine Canada	-	Anik Lapointe
Transports Canada	-	Tracey Sametz

**Graham, Richard**

---

**From:** Young, Elizabeth  
**Sent:** 2018-September-19 12:50 PM  
**To:** Sabourin, Darlene  
**Cc:** Dubois, Christophe  
**Subject:** FW: Talent Cloud Signatory Departments Advisory Committee

**Categories:** Red Category

Hi Darlene,

Will you join us?

Elizabeth

Elizabeth Young  
613-990-0185

---

**From:** Merrifield, Shelley [mailto:Shelley.Merrifield@tbs-sct.gc.ca]  
**Sent:** Wednesday, September 19, 2018 12:49 PM  
**To:** Talent Cloud-nuage de talents <Talent.Cloud-nuage.de.talents@tbs-sct.gc.ca>; Young, Elizabeth <Elizabeth.Young@dfo-mpo.gc.ca>  
**Cc:** Hash, Rhonda <Rhonda.Hash@dfo-mpo.gc.ca>; Dubois, Christophe <Christophe.Dubois@dfo-mpo.gc.ca>  
**Subject:** RE: Talent Cloud Signatory Departments Advisory Committee

Please note that the meeting is actually taking place on September 25 from 9:00 to 10:30 AM. Not 1:00 to 2:30 as stated below. Sorry for any confusion.

---

**From:** Talent Cloud-nuage de talents  
**Sent:** September 19, 2018 12:37 PM  
**To:** Young, Elizabeth <Elizabeth.Young@dfo-mpo.gc.ca>  
**Cc:** Hash, Rhonda: DFO.MPO <Rhonda.Hash@dfo-mpo.gc.ca>; Dubois, Christophe: DFO.MPO <christophe.dubois@dfo-mpo.gc.ca>; Talent Cloud-nuage de talents <Talent.Cloud-nuage.de.talents@tbs-sct.gc.ca>  
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Please find attached the agenda and the Terms of Reference for the Advisory Committee.

Thank you again for your continued support of GC Talent Cloud. If you have any questions about the Committee or the meeting, please don't hesitate to let us know.

The Talent Cloud Team

**From:** Talent Cloud-nuage de talents

**Sent:** August 30, 2018 4:27 PM

**To:** Young, Elizabeth <[Elizabeth.Young@dfo-mpo.gc.ca](mailto:Elizabeth.Young@dfo-mpo.gc.ca)>

**Cc:** Hash, Rhonda: DFO.MPO <[Rhonda.Hash@dfo-mpo.gc.ca](mailto:Rhonda.Hash@dfo-mpo.gc.ca)>; Dubois, Christophe: DFO.MPO

<[christophe.dubois@dfo-mpo.gc.ca](mailto:christophe.dubois@dfo-mpo.gc.ca)>; Talent Cloud-nuage de talents <[Talent.Cloud-nuage.de.talents@tbs-sct.gc.ca](mailto:Talent.Cloud-nuage.de.talents@tbs-sct.gc.ca)>

**Subject:** Talent Cloud Signatory Departments Advisory Committee

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A package with more information about the meeting, including the agenda, will be shared closer to the date.

We look forward to seeing you.

The Talent Cloud team



**MacDonald, Jann**

---

**From:** MacDonald, Jann  
**Sent:** Wednesday, September 26, 2018 9:40 AM  
**To:** Sabourin, Darlene  
**Subject:** RE: Please Review: Weekly tracker

Thanks.

I sent the RoD that was in EKME to Elizabeth earlier.

Do we have a date yet for when the IT priorities are scheduled to go to the Operations Committee? I'm just working on SN draft material.



Jann

**From:** Sabourin, Darlene  
**Sent:** September-26-18 9:38 AM  
**To:** MacDonald, Jann <Jann.MacDonald@dfo-mpo.gc.ca>  
**Subject:** Re: Please Review: Weekly tracker

Hi - there is an expense report Rhonda is finalizing for EOD Thursday

I sent the UMCC info sheets to ADMO yesterday so just the ROD is missing

Sent from my Bell Samsung device over Canada's largest network.

----- Original message -----

**From:** "MacDonald, Jann" <Jann.MacDonald@dfo-mpo.gc.ca>  
**Date:** 2018-09-26 8:50 AM (GMT-05:00)  
**To:** "Sabourin, Darlene" <Darlene.Sabourin@dfo-mpo.gc.ca>  
**Subject:** Please Review: Weekly tracker

Hi Darlene,

Would you mind having a look at this list I've put together on items due this week – have I missed anything?

**Weekly Tracker: September 24 – 28, 2018**

1. Scenario Note draft topics
  - a. Cloud
  - b. IT Plan
  - c. Talent Cloud
    - i. CIOC Topics

1. Next Generation HR & Pay Update
2. Innovation Solutions Canada Project
3. Canadian Digital Identity Program
4. Digital Government Strategic Plan/Digital Policy
5. Digital Workspace Roadmap
6. SSCs Renewed Client Executive Structure
7. Digital Governance

2. Final Integrated Results Reporting (IRR) Submission

3. Monthly Executive Dashboard – Due CIO office noon Sept 27

- a. PMO
- b. Help Desk Statistics
- c. IT Security Incidents

Plugged In newsletter

5. UMCC Information Sheets, RoD from IMTS UMCC Sub Committee

6. MAF Portal Training today – (1 – 2pm)

7. Weekly Tracker for Cyclical input of meeting items for ADM – I don't have access (tasked to directors and admins)

8. Official BR submission cut-off date FY 2018-19

9. SSC Account Management Proposal

10. Open House Debrief with team – Thursday, September 27, 2018

. Special NIAC meeting Friday, September 28 – Network Improvement Phase II

**Graham, Richard**

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**From:** Mattimoe, Tim  
**Sent:** 2018–October-10 12:40 PM  
**To:** Sabourin, Darlene; Kiefl, Richard; Daigle, Hugo; Nabonne, Bruno; Audet, Jacqueline; Tremblay, Julien; Nabonne, Bruno; Landry, Luc; Gaskin, Paul; Buzuloiu, Dan; Holt, Michael; Warner, Lyn  
**Cc:** Essoltani, Abdelaziz; Young, Elizabeth; Dubois, Christophe  
**Subject:** Re: Talent Cloud: Managers needed (response due Friday Oct 12th @ noon)  
**Categories:** Red Category

Hi  
I am interested to hear more.  
Noting that I am in a workshop this week.  
Thanks  
Tim M

Sent from my BlackBerry 10 smartphone on the Bell network.

---

**From:** Sabourin, Darlene  
**Sent:** Wednesday, October 10, 2018 12:27 PM  
**To:** Kiefl, Richard; Daigle, Hugo; Nabonne, Bruno; Audet, Jacqueline; Tremblay, Julien; Nabonne, Bruno; Landry, Luc; Gaskin, Paul; Buzuloiu, Dan; Mattimoe, Tim; Holt, Michael; Warner, Lyn  
**Cc:** Essoltani, Abdelaziz; Young, Elizabeth; Dubois, Christophe  
**Subject:** Talent Cloud: Managers needed (response due Friday Oct 12th @ noon)

Hello,

As you are most likely aware TBS is launching the pilot project Talent Cloud to recruit Project/Term resources using a new approach that supports expedited staffing based on best fit between managers and candidates. DFO/IM&TS is one of the signatory departments that has provided funding for this project and it is critical that we leverage the investment and take an active role in this pilot. The first round of hiring streams is directly in line with our staffing needs focussing on digital and technical roles (see below for additional information as well as next steps).

In order to leverage our investment and take advantage of this new and accelerated hiring mechanism – we need to have 2 managers to participate in the pilot. The managers will need to attend a mandatory 2 hour training on either October 23rd (1:30pm to 3:30pm) or 25th (9:30am to 11:30am).

Let me know if you would like any additional information and Christophe or I can brief you as needed.

**Pls respond by Friday October 12th, 2018 @ noon so that we can confirm which managers from IM&TS will participate in the Talent Cloud.**

Thank you,

\*\*\*\*\*

**Staffing streams**

The first round of hiring through Talent Cloud will focus on digital and tech talent, which include jobs in the following categories:

- Software development

- Technical architecture
- IT project management
- Data analytics
- User-experience design

Once the first round of hiring is underway, Talent Cloud will look into expanding into the following staffing streams in addition to digital and tech talent. The additional streams were identified based on the discussion with all partner departments in June 2018:

- Administrative professionals
- Policy experts
- HR experts
- Project management
- Change management

### **Requirements to participate**

In order to participate in the first round of hiring (October - December 2018), partner departments need to meet both of the following requirements:

1. The identified hiring managers need to attend one of the mandatory training sessions
  1. Tuesday, Oct 23, 1:30pm to 3:30pm; or
  2. Thursday, Oct 25, 9:30am to 11:30am

### **Next steps for DFO**

In preparation for the launch, DFO will need to identify 1 - 2 top priority jobs in the digital and tech talent stream and share the names of the hiring managers with the Talent Cloud team by **Friday, October 12**. The identified managers will need to be available to attend one of the mandatory training sessions on Oct 23/25.

As each department coordinates their staffing priorities differently, it is up to DFO to determine internally the best way to identify managers and jobs. If DFO would like to send a department-wide call-out, the Talent Cloud team can share some draft text for this purpose.

### **Job poster and manager profile samples**

Sample job posters and sample manager profiles in both official languages will be circulated next Tuesday. The Talent Cloud team will work with hiring managers at the October 23 / 25 session to draft the posters and the profiles as part of the design process.

Darlene Sabourin  
Director, IM/IT Planning  
Business Management, Integration and Engagement  
Information Management and Technology Services (IM&TS)  
Fisheries and Oceans Canada  
[darlene.sabourin@dfo-mpo.gc.ca](mailto:darlene.sabourin@dfo-mpo.gc.ca)  
Tel: 613-998-9902 / [REDACTED]

[http://www.gcpeia.gc.ca/wiki/DFOMPO\\_IMTSGIST](http://www.gcpeia.gc.ca/wiki/DFOMPO_IMTSGIST)

s.16(2)(c)

Directrice, Plannification GI/TI  
Gestion d'affaires, intégration et engagement  
Gestion de l'information et services de la technologie (GI&ST)  
Pêches et Océans Canada  
[darlene.sabourin@dfo-mpo.gc.ca](mailto:darlene.sabourin@dfo-mpo.gc.ca)  
Tél: 613-998-9902 / [REDACTED]

[http://www.gcpedia.gc.ca/wiki/DFOMPO\\_IMTSGIST?lang=fr](http://www.gcpedia.gc.ca/wiki/DFOMPO_IMTSGIST?lang=fr)

**Graham, Richard**

---

**From:** Landry, Luc  
**Sent:** 2018–October-10 3:06 PM  
**To:** Sabourin, Darlene  
**Subject:** RE: Talent Cloud: Managers needed (response due Friday Oct 12th @ noon)

Hello,

I would be interested.

Regards,

Luc Landry

Director, Desktop Engineering and Asset Management, IM&TS  
Fisheries and Oceans Canada / Government of Canada  
[Luc.Landry@dfo-mpo.gc.ca](mailto:Luc.Landry@dfo-mpo.gc.ca) / Tel: 506-380-0823

Directeur, Ingénierie informatique et gestions des actifs, GI&ST  
Pêches et Océans Canada / Gouvernement du Canada  
[Luc.Landry@dfo-mpo.gc.ca](mailto:Luc.Landry@dfo-mpo.gc.ca) / Tél. : 506-380-0823

---

**From:** Sabourin, Darlene  
**Sent:** Wednesday, October 10, 2018 1:28 PM  
**To:** Kiefl, Richard <[Richard.Kiefl@dfo-mpo.gc.ca](mailto:Richard.Kiefl@dfo-mpo.gc.ca)>; Daigle, Hugo <[Hugo.Daigle@dfo-mpo.gc.ca](mailto:Hugo.Daigle@dfo-mpo.gc.ca)>; Nabonne, Bruno <[Bruno.Nabonne@dfo-mpo.gc.ca](mailto:Bruno.Nabonne@dfo-mpo.gc.ca)>; Audet, Jacqueline <[Jacqueline.Audet@dfo-mpo.gc.ca](mailto:Jacqueline.Audet@dfo-mpo.gc.ca)>; Tremblay, Julien <[Julien.Tremblay@dfo-mpo.gc.ca](mailto:Julien.Tremblay@dfo-mpo.gc.ca)>; Nabonne, Bruno <[Bruno.Nabonne@dfo-mpo.gc.ca](mailto:Bruno.Nabonne@dfo-mpo.gc.ca)>; Landry, Luc <[Luc.Landry@dfo-mpo.gc.ca](mailto:Luc.Landry@dfo-mpo.gc.ca)>; Gaskin, Paul <[Paul.Gaskin@dfo-mpo.gc.ca](mailto:Paul.Gaskin@dfo-mpo.gc.ca)>; Buzuloiu, Dan <[Dan.Buzuloiu@dfo-mpo.gc.ca](mailto:Dan.Buzuloiu@dfo-mpo.gc.ca)>; Mattimoe, Tim <[Tim.Mattimoe@dfo-mpo.gc.ca](mailto:Tim.Mattimoe@dfo-mpo.gc.ca)>; Holt, Michael <[Michael.Holt@dfo-mpo.gc.ca](mailto:Michael.Holt@dfo-mpo.gc.ca)>; Warner, Lyn <[Lyn.Warner@dfo-mpo.gc.ca](mailto:Lyn.Warner@dfo-mpo.gc.ca)>  
**Cc:** Essoltani, Abdelaziz <[Abdelaziz.Essoltani@dfo-mpo.gc.ca](mailto:Abdelaziz.Essoltani@dfo-mpo.gc.ca)>; Young, Elizabeth <[Elizabeth.Young@dfo-mpo.gc.ca](mailto:Elizabeth.Young@dfo-mpo.gc.ca)>; Dubois, Christophe <[Christophe.Dubois@dfo-mpo.gc.ca](mailto:Christophe.Dubois@dfo-mpo.gc.ca)>  
**Subject:** Talent Cloud: Managers needed (response due Friday Oct 12th @ noon)

Hello,

As you are most likely aware TBS is launching the pilot project Talent Cloud to recruit Project/Term resources using a new approach that supports expedited staffing based on best fit between managers and candidates. DFO/IM&TS is one of the signatory departments that has provided funding for this project and it is critical that we leverage the investment and take an active role in this pilot. The first round of hiring streams is directly in line with our staffing needs focussing on digital and technical roles (see below for additional information as well as next steps).

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Let me know if you would like any additional information and Christophe or I can brief you as needed.

**Pls respond by Friday October 12th, 2018 @ noon so that we can confirm which managers from IM&TS will participate in the Talent Cloud.**

Thank you,

\*\*\*\*\*

### **Staffing streams**

The first round of hiring through Talent Cloud will focus on digital and tech talent, which include jobs in the following five categories:

- Software development
- Technical architecture
- IT project management
- Data analytics
- User-experience design

Once the first round of hiring is underway, Talent Cloud will look into expanding into the following staffing streams in addition to digital and tech talent. The additional streams were identified based on the discussion with all partner departments in June 2018:

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- HR experts
- Project management
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### **Requirements to participate**

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  - a. Tuesday, Oct 23, 1:30pm to 3:30pm; or
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### **Next steps for DFO**

In preparation for the launch, DFO will need to identify 1 - 2 top priority jobs in the digital and tech talent stream and share the names of the hiring managers with the Talent Cloud team by **Friday, October 12**. The identified managers will need to be available to attend one of the mandatory training sessions on Oct 23/25.

As each department coordinates their staffing priorities differently, it is up to DFO to determine internally the best way to identify managers and jobs. If DFO would like to send a department-wide call-out, the Talent Cloud team can share some draft text for this purpose.

### **Job poster and manager profile samples**

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Jarlene Sabourin  
Director, IM/IT Planning  
Business Management, Integration and Engagement

**Information Management and Technology Services (IM&TS)**  
**Fisheries and Oceans Canada**  
**darlene.sabourin@dfo-mpo.gc.ca**  
**Tel: 613-998-9902 / [REDACTED]**

**[http://www.gcpeia.gc.ca/wiki/DFOMPO\\_IMTSGIST](http://www.gcpeia.gc.ca/wiki/DFOMPO_IMTSGIST)**

s.16(2)(c)

**Directrice, Plannification GI/TI**  
**Gestion d'affaires, intégration et engagement**  
**Gestion de l'information et services de la technologie (GI&ST)**  
**Pêches et Océans Canada**  
**darlene.sabourin@dfo-mpo.gc.ca**  
**Tél: 613-998-9902 / [REDACTED]**

**[http://www.gcpeia.gc.ca/wiki/DFOMPO\\_IMTSGIST?lang=fr](http://www.gcpeia.gc.ca/wiki/DFOMPO_IMTSGIST?lang=fr)**



## Graham, Richard

---

**From:** Tremblay, Julien  
**Sent:** 2018-October-10 12:57 PM  
**To:** Sabourin, Darlene; Kiefl, Richard; Daigle, Hugo; Nabonne, Bruno; Audet, Jacqueline; Nabonne, Bruno; Landry, Luc; Gaskin, Paul; Buzuloiu, Dan; Mattimoe, Tim; Holt, Michael; Warner, Lyn  
**Cc:** Essoltani, Abdelaziz; Young, Elizabeth; Dubois, Christophe  
**Subject:** RE: Talent Cloud: Managers needed (response due Friday Oct 12th @ noon)  
**Categories:** Red Category

I am interested.

Julien Tremblay

Manager, Corporate Solutions | Gestionnaire des solutions corporatives  
Fisheries Management and Corporate Solutions | Solutions pour la Gestion des pêches et le corporatif  
Fisheries and Oceans Canada | Pêches et Océans Canada  
200 Kent Street, Ottawa, ON K1A 0E6 | 200, rue Kent, Ottawa, Ontario K1A 0E6  
[Julien.Tremblay@dfo-mpo.gc.ca](mailto:Julien.Tremblay@dfo-mpo.gc.ca)  
Telephone | Téléphone: 613-608-2605

---

**De :** Sabourin, Darlene

**Envoyé :** 10 octobre 2018 12:28

**À :** Kiefl, Richard <Richard.Kiefl@dfo-mpo.gc.ca>; Daigle, Hugo <Hugo.Daigle@dfo-mpo.gc.ca>; Nabonne, Bruno <Bruno.Nabonne@dfo-mpo.gc.ca>; Audet, Jacqueline <Jacqueline.Audet@dfo-mpo.gc.ca>; Tremblay, Julien <Julien.Tremblay@dfo-mpo.gc.ca>; Nabonne, Bruno <Bruno.Nabonne@dfo-mpo.gc.ca>; Landry, Luc <Luc.Landry@dfo-mpo.gc.ca>; Gaskin, Paul <Paul.Gaskin@dfo-mpo.gc.ca>; Buzuloiu, Dan <Dan.Buzuloiu@dfo-mpo.gc.ca>; Mattimoe, Tim <Tim.Mattimoe@dfo-mpo.gc.ca>; Holt, Michael <Michael.Holt@dfo-mpo.gc.ca>; Warner, Lyn <Lyn.Warner@dfo-mpo.gc.ca>  
**Cc :** Essoltani, Abdelaziz <Abdelaziz.Essoltani@dfo-mpo.gc.ca>; Young, Elizabeth <Elizabeth.Young@dfo-mpo.gc.ca>; Dubois, Christophe <Christophe.Dubois@dfo-mpo.gc.ca>  
**Objet :** Talent Cloud: Managers needed (response due Friday Oct 12th @ noon)

Hello,

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Thank you,

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### **Next steps for DFO**

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Darlene Sabourin  
Director, IM/IT Planning  
Business Management, Integration and Engagement  
Information Management and Technology Services (IM&TS)  
Fisheries and Oceans Canada  
[darlene.sabourin@dfo-mpo.gc.ca](mailto:darlene.sabourin@dfo-mpo.gc.ca)  
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s.16(2)(c)

[http://www.gclopedia.gc.ca/wiki/DFOMPO\\_IMTSGIST?lang=fr](http://www.gclopedia.gc.ca/wiki/DFOMPO_IMTSGIST?lang=fr)

**Coufi, Georges**

---

**From:** Talent Cloud-nuage de talents <Talent.Cloud-nuage.de.talents@tbs-sct.gc.ca>  
**Sent:** Friday, October 12, 2018 2:34 PM  
**To:** Dubois, Christophe  
**Cc:** Hunter, Lauren; Merrifield, Shelley; Young, Elizabeth; Sabourin, Darlene; Tremblay, Julien; Frost, Andrew; Landry, Luc; Talent Cloud-nuage de talents  
**Subject:** RE: Talent Cloud DG Signatory Departments Advisory Committee - Follow-up

Hello Christophe,

Thank you very much for sharing the names of hiring managers who'll be participating in the first round of Talent Cloud.

The upcoming training sessions will be in-person only. We'll reach out to Luc Landry separately to schedule a one-on-one session in a few weeks.

Best regards,  
The Talent Cloud team

---

**From:** Dubois, Christophe [mailto:Christophe.Dubois@dfo-mpo.gc.ca]  
**Sent:** October 12, 2018 2:19 PM  
: Talent Cloud-nuage de talents <Talent.Cloud-nuage.de.talents@tbs-sct.gc.ca>  
**Cc:** Hunter, Lauren <Lauren.Hunter@tbs-sct.gc.ca>; Merrifield, Shelley <Shelley.Merrifield@tbs-sct.gc.ca>; Kwok, Rosita <Rosita.Kwok@tbs-sct.gc.ca>; Young, Elizabeth <Elizabeth.Young@dfo-mpo.gc.ca>; Sabourin, Darlene <Darlene.Sabourin@dfo-mpo.gc.ca>; Tremblay, Julien: DFO.MPO <Julien.Tremblay@dfo-mpo.gc.ca>; Frost, Andrew: DFO.MPO <Andrew.Frost@dfo-mpo.gc.ca>; Landry, Luc <Luc.Landry@dfo-mpo.gc.ca>  
**Subject:** RE: Talent Cloud DG Signatory Departments Advisory Committee - Follow-up

Hello,

We confirm that we want to participate in the first round (digital and tech talent) and our top priority jobs are :  
Software Development, Data Analytics, Technical architecture,

The hiring Managers are :  
Julien Tremblay, [Julien.Tremblay@dfo-mpo.gc.ca](mailto:Julien.Tremblay@dfo-mpo.gc.ca)  
Andrew Frost, [Andrew.Frost@dfo-mpo.gc.ca](mailto:Andrew.Frost@dfo-mpo.gc.ca)  
Luc Landry, [Luc.Landry@dfo-mpo.gc.ca](mailto:Luc.Landry@dfo-mpo.gc.ca)

Will the training be available online as Luc Landry is located in Moncton ?

Thanks

**Christophe Dubois**  
Gestionnaire, Analyse et planification de gestion  
Gestion des affaires, intégration et engagement | Gestion de l'information et services de la technologie  
Rues des Pêches et Océans | 115024, 200, rue Kent, Ottawa ON K1A 0E6  
[Christophe.Dubois@dfo-mpo.gc.ca](mailto:Christophe.Dubois@dfo-mpo.gc.ca), Tél. : 613-993-8598

Manager, Business Planning and Analysis  
Business Management, Integration & Engagement | Information Management and Technology Services

Fisheries and Oceans | 11S024, 200 Kent Street, Ottawa ON K1A 0E6  
[Christophe.Dubois@dfo-mpo.gc.ca](mailto:Christophe.Dubois@dfo-mpo.gc.ca), Tel: 613-993-8598

---

**From:** Talent Cloud-nuage de talents [<mailto:Talent.Cloud-nuage.de.talents@tbs-sct.gc.ca>]

**Sent:** October-02-18 2:13 PM

**To:** Young, Elizabeth <[Elizabeth.Young@dfo-mpo.gc.ca](mailto:Elizabeth.Young@dfo-mpo.gc.ca)>

**Cc:** Dubois, Christophe <[Christophe.Dubois@dfo-mpo.gc.ca](mailto:Christophe.Dubois@dfo-mpo.gc.ca)>; Hunter, Lauren <[Lauren.Hunter@tbs-sct.gc.ca](mailto:Lauren.Hunter@tbs-sct.gc.ca)>; Merrifield, Shelley <[Shelley.Merrifield@tbs-sct.gc.ca](mailto:Shelley.Merrifield@tbs-sct.gc.ca)>; Kwok, Rosita <[Rosita.Kwok@tbs-sct.gc.ca](mailto:Rosita.Kwok@tbs-sct.gc.ca)>; Talent Cloud-nuage de talents <[Talent.Cloud-nuage.de.talents@tbs-sct.gc.ca](mailto:Talent.Cloud-nuage.de.talents@tbs-sct.gc.ca)>

**Subject:** RE: Talent Cloud DG Signatory Departments Advisory Committee - Follow-up

Elizabeth,

As a follow-up to the email sent last Friday (September 28), attached please find two job poster samples and one manager profile sample in both official languages.

We will be working with the identified managers at the October 23 / 25 session to draft their job posters and profiles.

Best regards,  
The Talent Cloud team

---

**From:** Talent Cloud-nuage de talents

**Sent:** September 28, 2018 3:01 PM

**To:** Young, Elizabeth <[Elizabeth.Young@dfo-mpo.gc.ca](mailto:Elizabeth.Young@dfo-mpo.gc.ca)>

**Cc:** Dubois, Christophe: DFO.MPO <[christophe.dubois@dfo-mpo.gc.ca](mailto:christophe.dubois@dfo-mpo.gc.ca)>; Hunter, Lauren <[Lauren.Hunter@tbs-sct.gc.ca](mailto:Lauren.Hunter@tbs-sct.gc.ca)>; Kwok, Rosita <[Rosita.Kwok@tbs-sct.gc.ca](mailto:Rosita.Kwok@tbs-sct.gc.ca)>; Merrifield, Shelley <[Shelley.Merrifield@tbs-sct.gc.ca](mailto:Shelley.Merrifield@tbs-sct.gc.ca)>; Talent Cloud-nuage de talents <[Talent.Cloud-nuage.de.talents@tbs-sct.gc.ca](mailto:Talent.Cloud-nuage.de.talents@tbs-sct.gc.ca)>

**Subject:** Talent Cloud DG Signatory Departments Advisory Committee - Follow-up

Elizabeth,

Thank you very much for participating in the inaugural meeting of the Talent Cloud DG Signatory Departments Advisory Committee on September 25.

### Staffing streams

The first round of hiring through Talent Cloud will focus on digital and tech talent, which include jobs in the following five categories:

- Software development
- Technical architecture
- IT project management
- Data analytics
- User-experience design

Once the first round of hiring is underway, Talent Cloud will look into expanding into the following staffing streams in addition to digital and tech talent. The additional streams were identified based on the discussion with all partner departments in June 2018:

- Administrative professionals
- Policy experts
- HR experts
- Project management
- Change management

### **Requirements to participate**

In order to participate in the first round of hiring (October - December 2018), partner departments need to meet both of the following requirements:

1. The identified hiring managers need to attend one of the mandatory training sessions
  - a. Tuesday, Oct 23, 1:30pm to 3:30pm; or
  - b. Thursday, Oct 25, 9:30am to 11:30am
1. The HR superuser needs to be trained on the Talent Cloud process and attend the kick-off meeting on Wednesday, October 24, 1pm to 3pm. The first half of the meeting (1pm to 2pm) will focus on launch preparation, which is mandatory for all HR superusers for departments looking to post positions this calendar year. The second half (2pm to 3pm) will be a training session for those who have not been trained on the Talent Cloud process.

Christian Lapointe was identified as DFO's HR Superusers. As Christian has not been trained on the Talent Cloud process, he is required to attend the full 2-hour of the Oct 24 meeting.

### **Next steps for DFO**

In preparation for the launch, DFO will need to identify 1 - 2 top priority jobs in the digital and tech talent stream and share the names of the hiring managers with the Talent Cloud team by **Friday, October 12**. The identified managers will need to be available to attend one of the mandatory training sessions on Oct 23/25.

As each department coordinates their staffing priorities differently, it is up to DFO to determine internally the best way to identify managers and jobs. If DFO would like to send a department-wide call-out, the Talent Cloud team can share some draft text for this purpose.

### **Job poster and manager profile samples**

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If you have any additional questions, please don't hesitate to contact [Talent.cloud-nuage.de.talents@tbs-sct.gc.ca](mailto:Talent.cloud-nuage.de.talents@tbs-sct.gc.ca)

Best,  
The Talent Cloud team

## **Graham, Richard**

---

**From:** Landry, Luc  
**Sent:** 2018–October-12 1:54 PM  
**To:** Dubois, Christophe; Frost, Andrew  
**Subject:** RE: Talent Cloud: Managers needed (response due Friday Oct 12th @ noon)

Hello,

Currently, mine would be:

1. Technical architecture
2. IT project management

Thank you,

Luc Landry

Director, Desktop Engineering and Asset Management, IM&TS  
Fisheries and Oceans Canada / Government of Canada  
[Luc.Landry@dfo-mpo.gc.ca](mailto:Luc.Landry@dfo-mpo.gc.ca) / Tel: 506-380-0823

Directeur, Ingénierie informatique et gestions des actifs, GI&ST  
Pêches et Océans Canada / Gouvernement du Canada  
[Luc.Landry@dfo-mpo.gc.ca](mailto:Luc.Landry@dfo-mpo.gc.ca) / Tél. : 506-380-0823

---

**From:** Dubois, Christophe  
**Sent:** Friday, October 12, 2018 2:20 PM  
**To:** Frost, Andrew <[Andrew.Frost@dfo-mpo.gc.ca](mailto:Andrew.Frost@dfo-mpo.gc.ca)>; Landry, Luc <[Luc.Landry@dfo-mpo.gc.ca](mailto:Luc.Landry@dfo-mpo.gc.ca)>  
**Subject:** FW: Talent Cloud: Managers needed (response due Friday Oct 12th @ noon)

Hello,

Amongst the following streams what would be your top 2 priorities :

- Software development
- Technical architecture
- IT project management
- Data analytics
- User-experience design

Thanks  
Christophe

---

**From:** Sabourin, Darlene  
**Sent:** October-10-18 12:28 PM  
**To:** Kiefl, Richard <[Richard.Kiefl@dfo-mpo.gc.ca](mailto:Richard.Kiefl@dfo-mpo.gc.ca)>; Daigle, Hugo <[Hugo.Daigle@dfo-mpo.gc.ca](mailto:Hugo.Daigle@dfo-mpo.gc.ca)>;  
labonne, Bruno <[Bruno.Nabonne@dfo-mpo.gc.ca](mailto:Bruno.Nabonne@dfo-mpo.gc.ca)>; Audet, Jacqueline <[Jacqueline.Audet@dfo-mpo.gc.ca](mailto:Jacqueline.Audet@dfo-mpo.gc.ca)>; Tremblay, Julien <[Julien.Tremblay@dfo-mpo.gc.ca](mailto:Julien.Tremblay@dfo-mpo.gc.ca)>; Nabonne, Bruno  
<[Bruno.Nabonne@dfo-mpo.gc.ca](mailto:Bruno.Nabonne@dfo-mpo.gc.ca)>; Landry, Luc <[Luc.Landry@dfo-mpo.gc.ca](mailto:Luc.Landry@dfo-mpo.gc.ca)>; Gaskin, Paul

<Paul.Gaskin@dfo-mpo.gc.ca>; Buzuloiu, Dan <Dan.Buzuloiu@dfo-mpo.gc.ca>; Mattimoe, Tim  
<Tim.Mattimoe@dfo-mpo.gc.ca>; Holt, Michael <Michael.Holt@dfo-mpo.gc.ca>; Warner, Lyn  
<Lyn.Warner@dfo-mpo.gc.ca>  
Cc: Essoltani, Abdelaziz <Abdelaziz.Essoltani@dfo-mpo.gc.ca>; Young, Elizabeth  
<Elizabeth.Young@dfo-mpo.gc.ca>; Dubois, Christophe <Christophe.Dubois@dfo-mpo.gc.ca>  
Subject: Talent Cloud: Managers needed (response due Friday Oct 12th @ noon)

Hello,

As you are most likely aware TBS is launching the pilot project Talent Cloud to recruit Project/Term resources using a new approach that supports expedited staffing based on best fit between managers and candidates. DFO/IM&TS is one of the signatory departments that has provided funding for this project and it is critical that we leverage the investment and take an active role in this pilot. The first round of hiring streams is directly in line with our staffing needs focussing on digital and technical roles (see below for additional information as well as next steps).

In order to leverage our investment and take advantage of this new and accelerated hiring mechanism – we need to have 2 managers to participate in the pilot. The managers will need to attend a mandatory 2 hour training on either October 23rd (1:30pm to 3:30pm) or 25th (9:30am to 11:30am).

Let me know if you would like any additional information and Christophe or I can brief you as needed.

**Pls respond by Friday October 12th, 2018 @ noon so that we can confirm which managers from IM&TS will participate in the Talent Cloud.**

Thank you,

\*\*\*\*\*

### **Staffing streams**

The first round of hiring through Talent Cloud will focus on digital and tech talent, which include jobs in the following five categories:

- Software development
- Technical architecture
- IT project management
- Data analytics
- User-experience design

Once the first round of hiring is underway, Talent Cloud will look into expanding into the following staffing streams in addition to digital and tech talent. The additional streams were identified based on the discussion with all partner departments in June 2018:

- Administrative professionals
- Policy experts
- HR experts
- Project management
- Change management

### **Requirements to participate**

In order to participate in the first round of hiring (October - December 2018), partner departments need to meet both of the following requirements:

1. The identified hiring managers need to attend one of the mandatory training sessions
  - a. Tuesday, Oct 23, 1:30pm to 3:30pm; or
  - b. Thursday, Oct 25, 9:30am to 11:30am



### **Next steps for DFO**

In preparation for the launch, DFO will need to identify 1 - 2 top priority jobs in the digital and tech talent stream and share the names of the hiring managers with the Talent Cloud team by **Friday, October 12**. The identified managers will need to be available to attend one of the mandatory training sessions on Oct 23/25.

As each department coordinates their staffing priorities differently, it is up to DFO to determine internally the best way to identify managers and jobs. If DFO would like to send a department-wide call-out, the Talent Cloud team can share some draft text for this purpose.

### **Job poster and manager profile samples**

Sample job posters and sample manager profiles in both official languages will be circulated next Tuesday. The Talent Cloud team will work with hiring managers at the October 23 / 25 session to draft the posters and the profiles as part of the design process.

Darlene Sabourin  
Director, IM/IT Planning  
Business Management, Integration and Engagement  
Information Management and Technology Services (IM&TS)  
Fisheries and Oceans Canada  
[darlene.sabourin@dfo-mpo.gc.ca](mailto:darlene.sabourin@dfo-mpo.gc.ca)  
Tel: 613-998-9902 / [REDACTED]

[http://www.gclopedia.gc.ca/wiki/DFOMPO\\_IMTSGIST](http://www.gclopedia.gc.ca/wiki/DFOMPO_IMTSGIST)

s.16(2)(c)

Directrice, Plannification GI/TI  
Gestion d'affaires, intégration et engagement  
Gestion de l'information et services de la technologie (GI&ST)  
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[darlene.sabourin@dfo-mpo.gc.ca](mailto:darlene.sabourin@dfo-mpo.gc.ca)  
Tél: 613-998-9902 / [REDACTED]

[http://www.gclopedia.gc.ca/wiki/DFOMPO\\_IMTSGIST?lang=fr](http://www.gclopedia.gc.ca/wiki/DFOMPO_IMTSGIST?lang=fr)

**Tremblay, Julien**

---

**De:** Tremblay, Julien  
**Envoyé:** 16 octobre 2018 07:55  
**À:** 'Talent Cloud-nuage de talents'  
**Objet:** RE: Talent Cloud Manager Training Session | Séance de formation pour les gestionnaires sur le Nuage de talents

25<sup>th</sup> 9h30 to 11h30

Either is fine.

Julien Tremblay

Manager, Corporate Solutions | Gestionnaire des solutions corporatives  
Fisheries Management and Corporate Solutions | Solutions pour la Gestion des pêches et le corporatif  
Fisheries and Oceans Canada | Pêches et Océans Canada  
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[Julien.Tremblay@dfo-mpo.gc.ca](mailto:Julien.Tremblay@dfo-mpo.gc.ca)  
Telephone | Téléphone: 613-608-2605

---

**De :** Talent Cloud-nuage de talents <[Talent.Cloud-nuage.de.talents@tbs-sct.gc.ca](mailto:Talent.Cloud-nuage.de.talents@tbs-sct.gc.ca)>

**Envoyé :** 15 octobre 2018 09:44

: Talent Cloud-nuage de talents <[Talent.Cloud-nuage.de.talents@tbs-sct.gc.ca](mailto:Talent.Cloud-nuage.de.talents@tbs-sct.gc.ca)>

**Objet :** Talent Cloud Manager Training Session | Séance de formation pour les gestionnaires sur le Nuage de talents

*(La version française suit)*

Hello,

You have been identified as a participating manager for Talent Cloud's first round of hiring. In order to participate, you are required to attend one of the training sessions on October 23 and 25. The sessions will take place at 90 Elgin Street, Ottawa. Due to the nature of the sessions, there will only be in-person participation.

For logistic purpose, please let us know your preference by answering the questions below. Your response by **COB Monday, Oct 15**, would be much appreciated.

*Which session do you prefer to attend? Please select both if you have no preference.*

- *Tuesday, Oct 23, 1:30pm to 3:30pm*
- *Thursday, Oct 25, 9:30am to 11:30am*

*In which language would you like to participate in?*

- *English*
- *French*
- *Either*

Please note that the sessions are in English / French only. Language of the session will be determined once we receive responses to this email.

Best regards,  
The Talent Cloud team

---

Bonjour,

Votre nom nous a été communiqué en tant que gestionnaire participant pour la première vague d'embauches du Nuage de talents. Afin de participer, vous devez assister à l'une des séances de formation le 23 ou le 25 octobre. Les séances seront tenues au 90, rue Elgin. Tous les participants devront assister en personne à la séance en raison de la nature de celle-ci.

Pour des raisons logistiques, veuillez nous faire part de vos préférences en répondant aux questions ci-dessous. Nous vous serions reconnaissants de bien vouloir répondre d'ici la **fermeture des bureaux, le lundi 15 octobre**.

*À quelle séance préférez-vous participer? Veuillez sélectionner les deux si vous n'avez pas de préférence.*

- *Mardi 23 octobre, de 13 h 30 à 15 h 30*
- *Jeudi 25 octobre, de 9 h 30 à 11 h 30*

*Dans quelle langue souhaitez-vous participer?*

- *Anglais*
- *Français*
- *L'une ou l'autre*

Veuillez noter que les séances sont en anglais ou français seulement. La langue de la séance sera déterminée une fois que nous recevrons les réponses au présent courriel.

Cordialement,  
L'équipe du Nuage de talents

**Sioufi, Georges**

---

**From:** Kwok, Rosita <Rosita.Kwok@tbs-sct.gc.ca>  
**Sent:** Wednesday, October 17, 2018 1:35 PM  
**To:** Frost, Andrew  
**Cc:** Dubois, Christophe  
**Subject:** FW: Talent Cloud Manager Training Session | Séance de formation pour les gestionnaires sur le Nuage de talents

Hello Andrew,

We would like to follow-up on the email below as we haven't heard back from you. It would be great if you can let us know your preference for the training sessions on October 23 and 25.

Based on responses we received so far, the session on October 23 will be in French, and the session on October 25 will be in English.

Best,  
The Talent Cloud team

---

**From:** Talent Cloud-nuage de talents  
**Sent:** October 15, 2018 9:44 AM  
**To:** Talent Cloud-nuage de talents <Talent.Cloud-nuage.de.talents@tbs-sct.gc.ca>  
**Subject:** Talent Cloud Manager Training Session | Séance de formation pour les gestionnaires sur le Nuage de talents

*(La version française suit)*

Hello,

You have been identified as a participating manager for Talent Cloud's first round of hiring. In order to participate, you are required to attend one of the training sessions on October 23 and 25. The sessions will take place at 90 Elgin Street, Ottawa. Due to the nature of the sessions, there will only be in-person participation.

For logistic purpose, please let us know your preference by answering the questions below. Your response by **COB Monday, Oct 15**, would be much appreciated.

*Which session do you prefer to attend? Please select both if you have no preference.*

- *Tuesday, Oct 23, 1:30pm to 3:30pm*
- *Thursday, Oct 25, 9:30am to 11:30am*

*In which language would you like to participate in?*

- *English*
- *French*
- *Either*

Please note that the sessions are in English / French only. Language of the session will be determined once we receive responses to this email.

Rest regards,  
he Talent Cloud team

---

Bonjour,

Votre nom nous a été communiqué en tant que gestionnaire participant pour la première vague d'embauches du Nuage de talents. Afin de participer, vous devez assister à l'une des séances de formation le 23 ou le 25 octobre. Les séances seront tenues au 90, rue Elgin. Tous les participants devront assister en personne à la séance en raison de la nature de celle-ci.

Pour des raisons logistiques, veuillez nous faire part de vos préférences en répondant aux questions ci-dessous. Nous vous serions reconnaissants de bien vouloir répondre d'ici **la fermeture des bureaux, le lundi 15 octobre**.

*À quelle séance préférez-vous participer? Veuillez sélectionner les deux si vous n'avez pas de préférence.*

- *Mardi 23 octobre, de 13 h 30 à 15 h 30*
- *Jeudi 25 octobre, de 9 h 30 à 11 h 30*

*Dans quelle langue souhaitez-vous participer?*

- *Anglais*
- *Français*
- *L'une ou l'autre*

Veuillez noter que les séances sont en anglais ou français seulement. La langue de la séance sera déterminée une fois que nous recevrons les réponses au présent courriel.

Cordialement,  
L'équipe du Nuage de talents

**Tremblay, Julien**

---

**De:** Tremblay, Julien  
**Envoyé:** 19 octobre 2018 10:56  
**À:** 'Talent Cloud-nuage de talents'  
**Objet:** RE: Update: Talent Cloud Manager Training Session - October 25 (New time) | Nouvelles : Séance de formation pour les gestionnaires sur le Nuage de talents - 25 octobre (nouvelle heure)

So we simply complete the templates and it will create the whole thing?

Julien Tremblay

Manager, Corporate Solutions | Gestionnaire des solutions corporatives  
Fisheries Management and Corporate Solutions | Solutions pour la Gestion des pêches et le corporatif  
Fisheries and Oceans Canada | Pêches et Océans Canada  
200 Kent Street, Ottawa, ON K1A 0E6 | 200, rue Kent, Ottawa, Ontario K1A 0E6  
[Julien.Tremblay@dfo-mpo.gc.ca](mailto:Julien.Tremblay@dfo-mpo.gc.ca)  
Telephone | Téléphone: 613-608-2605

---

**De :** Talent Cloud-nuage de talents <[Talent.Cloud-nuage.de.talents@tbs-sct.gc.ca](mailto:Talent.Cloud-nuage.de.talents@tbs-sct.gc.ca)>  
**Envoyé :** 19 octobre 2018 10:54  
**À :** Tremblay, Julien <[Julien.Tremblay@dfo-mpo.gc.ca](mailto:Julien.Tremblay@dfo-mpo.gc.ca)>  
c : Dubois, Christophe <[Christophe.Dubois@dfo-mpo.gc.ca](mailto:Christophe.Dubois@dfo-mpo.gc.ca)>; Talent Cloud-nuage de talents <[Talent.Cloud-nuage.de.talents@tbs-sct.gc.ca](mailto:Talent.Cloud-nuage.de.talents@tbs-sct.gc.ca)>  
**Objet :** Update: Talent Cloud Manager Training Session - October 25 (New time) | Nouvelles : Séance de formation pour les gestionnaires sur le Nuage de talents - 25 octobre (nouvelle heure)

Good morning,

We would like to provide an update on the manager training session.

We have been user-testing the templates that we shared in the previous emails with managers. The testing has yielded very positive results, in terms of both managers' feedback and the poster quality. In light of this, we are taking a different approach to the manager training sessions.

The sessions on Oct 23 and Oct 25 will now be drop-in sessions for managers having difficulties completing the templates. The session on Oct 23 will be in French, and the session on Oct 25 will be in English. If any manager would like to attend the drop in sessions, please let us know in advance for sign-in purposes.

**Please note that the Oct 25 session will now take place between 10am and 12pm. The meeting invite will be updated accordingly**

If you feel comfortable completing the templates on your own, you can now choose to not participate in the training sessions. Simply send us the completed templates, and we'll go from there.

Rest regards,  
he Talent Cloud team

---

Bonjour,

Voici les dernières nouvelles au sujet de nos séances de formation à l'intention des gestionnaires.

Les premiers essais effectués auprès des gestionnaires, concernant les modèles que nous vous avons fait parvenir dans les courriels précédents, sont très encourageants, tant en ce qui concerne les commentaires des gestionnaires que la qualité de l'annonce produite. Nous avons donc décidé d'opter pour un nouveau format de séances de formation.

Par conséquent, les ateliers des 23 et 25 octobre prochains seront désormais offerts sous la forme de séances de formation informelles destinées aux gestionnaires pour lesquels l'utilisation des modèles en question présente des difficultés. Celle du 23 octobre se déroulera en français, alors que celle du 25 octobre sera en anglais. Si vous souhaitez participer à l'une ou l'autre des séances, merci de bien vouloir nous en aviser aux fins de planification.

**Veuillez noter que la session du 25 octobre aura désormais lieu entre 10h et 12h. L'invitation à la réunion sera mise à jour en conséquence**

Si l'utilisation des modèles ne vous pose pas de difficultés, vous pouvez choisir de ne pas participer aux séances de formation. Dans ce cas, vous n'avez qu'à nous envoyer les modèles que vous aurez remplis, et nous ferons le nécessaire.

Cordialement,

L'équipe du Nuage de talents

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**From:** Talent Cloud-nuage de talents

**Sent:** October 17, 2018 1:17 PM

**To:** Tremblay, Julien: DFO.MPO <[Julien.Tremblay@dfo-mpo.gc.ca](mailto:Julien.Tremblay@dfo-mpo.gc.ca)>

**Cc:** Talent Cloud-nuage de talents <[Talent.Cloud-nuage.de.talents@tbs-sct.gc.ca](mailto:Talent.Cloud-nuage.de.talents@tbs-sct.gc.ca)>; Dubois, Christophe: DFO.MPO <[christophe.dubois@dfo-mpo.gc.ca](mailto:christophe.dubois@dfo-mpo.gc.ca)>

**Subject:** Talent Cloud Manager Training Session - October 25 | Séance de formation pour les gestionnaires sur le Nuage de talents - 25 octobre

*(La version française suit)*

Thank you for confirming your attendance for the Talent Cloud Manager Training Session. The session will take place on **Thursday, October 25, between 9:30 a.m. and 11:30 a.m.**, at 90 Elgin Street, Ottawa.

Please note that this session will be in **English**.

Attached please find the meeting invite, as well as several templates. If you have time between now and the training session, please feel free to start using the templates to draft the job poster and the manager file.

While you are working through the templates, please keep track of the time you spent and note any questions you may have about the documents. As part of the pilot, we are collecting data on how much time and effort managers spent on the process, as well as ways to make it better.

- Poster template – no instructions: this is the document you can use to draft the job poster (you only need to complete the template in the official language of your choice – the Talent Cloud team will take care of translation once it's finalized)
- Poster template: this document is the same as the first, but with instructions to guide you in filling out the template

- **Skills Assessment Framework:** as Talent Cloud is testing a new credential recognition methodology, this document provides specific definitions to help you determine the type of skills, the level, and the evidence you require from candidates, as you prepare the essential and asset criteria
- **Manager profile template:** this will let job candidates know more about you as the hiring manager. All questions in this template are optional

You can visit the Talent Cloud platform ([talent.canada.ca](http://talent.canada.ca)) to see what the job poster would look like from the applicants' perspective.

We look forward to seeing you at the training session!

---

Merci de confirmer votre présence pour la séance de formation pour les gestionnaires sur le Nuage de talents. La séance aura lieu **le jeudi 25 octobre, de 9 h 30 à 11 h 30**, au 90, rue Elgin, à Ottawa.

Veuillez noter que cette séance se déroulera en **anglais**.

Veuillez trouver ci-jointe une invitation à la réunion, ainsi que plusieurs modèles. Si vous avez du temps avant la séance de formation, n'hésitez pas à commencer à utiliser les modèles pour rédiger l'affiche d'emploi et le profil du gestionnaire.

Pendant que vous remplissez les modèles, veuillez consigner le temps utilisé et noter toutes les questions que vous pouvez avoir au sujet des documents. Dans le cadre du projet pilote, nous recueillons les données sur le temps utilisé et l'effort que les gestionnaires consacrent au processus, ainsi que sur les moyens de l'améliorer.

- **Modèle d'affiche – aucune instruction :** c'est le document que vous pouvez utiliser pour rédiger l'affiche d'emploi (il vous suffit de remplir le modèle dans la langue officielle de votre choix – l'équipe du Nuage de talents s'occupera de la traduction lorsque le document aura été mis au point).
- **Modèle d'affiche :** ce document ressemble au premier, mais comporte des instructions pour remplir le modèle.
- **Cadre d'évaluation des compétences :** Étant donné que l'équipe met à l'essai une nouvelle méthode de reconnaissance des titres de compétences, ce document contient des définitions précises pour vous aider à déterminer les types de compétences, le niveau et les éléments probants que vos candidats doivent vous présenter, pendant que vous préparez les critères essentiels et constituant un atout.
- **Modèle du profil du gestionnaire :** ce document permettra aux candidats à l'emploi d'en savoir plus sur vous en tant que gestionnaire responsable de l'embauche. Toutes les questions dans ce modèle sont facultatives.

Vous pouvez visiter la plateforme Nuage de talents ([talent.canada.ca](http://talent.canada.ca)) pour voir comment l'affiche d'emploi sera présentée aux candidats.

Au plaisir de vous voir à la séance de formation!



**Tremblay, Julien**

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**De:** Tremblay, Julien  
**Envoyé:** 24 octobre 2018 10:55  
**À:** 'Talent Cloud-nuage de talents'  
**Objet:** RE: Update: Talent Cloud Manager Training Session - October 25 (New time) | Nouvelles : Séance de formation pour les gestionnaires sur le Nuage de talents - 25 octobre (nouvelle heure)

Ooh, so it cannot be used as a promotional tool?

Julien Tremblay

Manager, Corporate Solutions | Gestionnaire des solutions corporatives  
Fisheries Management and Corporate Solutions | Solutions pour la Gestion des pêches et le corporatif  
Fisheries and Oceans Canada | Pêches et Océans Canada  
200 Kent Street, Ottawa, ON K1A 0E6 | 200, rue Kent, Ottawa, Ontario K1A 0E6  
[Julien.Tremblay@dfo-mpo.gc.ca](mailto:Julien.Tremblay@dfo-mpo.gc.ca)  
Telephone | Téléphone: 613-608-2605

**De :** Talent Cloud-nuage de talents <[Talent.Cloud-nuage.de.talents@tbs-sct.gc.ca](mailto:Talent.Cloud-nuage.de.talents@tbs-sct.gc.ca)>

**Envoyé :** 23 octobre 2018 12:02

**À :** Tremblay, Julien <[Julien.Tremblay@dfo-mpo.gc.ca](mailto:Julien.Tremblay@dfo-mpo.gc.ca)>

**Objet :** RE: Update: Talent Cloud Manager Training Session - October 25 (New time) | Nouvelles : Séance de formation pour les gestionnaires sur le Nuage de talents - 25 octobre (nouvelle heure)

Hi Julien,

If we understand your question correctly, the poster will be externally advertised, meaning both federal and non-federal employees can apply. Once the job is posted, the link can be accessed by anyone.

Please note that Talent Cloud is for term positions only.

Best,

The Talent Cloud team

---

**From:** Tremblay, Julien [<mailto:Julien.Tremblay@dfo-mpo.gc.ca>]

**Sent:** October 23, 2018 9:36 AM

**To:** Talent Cloud-nuage de talents <[Talent.Cloud-nuage.de.talents@tbs-sct.gc.ca](mailto:Talent.Cloud-nuage.de.talents@tbs-sct.gc.ca)>

**Subject:** RE: Update: Talent Cloud Manager Training Session - October 25 (New time) | Nouvelles : Séance de formation pour les gestionnaires sur le Nuage de talents - 25 octobre (nouvelle heure)

Will this poster be shared to my department and others? Will I be able to invite my employees to join and attempt to get into the poster?

Julien Tremblay

Manager, Corporate Solutions | Gestionnaire des solutions corporatives  
Fisheries Management and Corporate Solutions | Solutions pour la Gestion des pêches et le corporatif  
Fisheries and Oceans Canada | Pêches et Océans Canada  
200 Kent Street, Ottawa, ON K1A 0E6 | 200, rue Kent, Ottawa, Ontario K1A 0E6

Julien.Tremblay@dfo-mpo.gc.ca  
Telephone | Téléphone: 613-608-2605

**De :** Talent Cloud-nuage de talents <[Talent.Cloud-nuage.de.talents@tbs-sct.gc.ca](mailto:Talent.Cloud-nuage.de.talents@tbs-sct.gc.ca)>

**Envoyé :** 19 octobre 2018 12:28

**À :** Tremblay, Julien <[Julien.Tremblay@dfo-mpo.gc.ca](mailto:Julien.Tremblay@dfo-mpo.gc.ca)>

**Cc :** Talent Cloud-nuage de talents <[Talent.Cloud-nuage.de.talents@tbs-sct.gc.ca](mailto:Talent.Cloud-nuage.de.talents@tbs-sct.gc.ca)>

**Objet :** RE: Update: Talent Cloud Manager Training Session - October 25 (New time) | Nouvelles : Séance de formation pour les gestionnaires sur le Nuage de talents - 25 octobre (nouvelle heure)

Hi Julien,

The information you provide in the templates will essentially create the final job poster that will be advertised on the Talent Cloud platform and PSRS. After you filled out the template, the Talent Cloud team will set up a short phone call to provide some feedback (if there's any – though the completed templates we've received so far required minimal change). The information will then be reorganized so it looks like one of the jobs that are currently posted on Talent Cloud (<https://talent.canada.ca/en/jobs/2>). It'll then be shared with your department's HR superuser for review. Once it's finalized with both you and the HR superuser, the Talent Cloud team will have the poster translated and advertised on the platforms.

As part of the pilot, our team will be working with managers to develop the screening plans (while the posters are live) and to then do the screening, so we can observe the interactions. The goal is to eventually create automated tools to help managers craft posters and screening plans at the same time in their Manager Portal on Talent Cloud.

Please don't hesitate to contact us if you have other questions.

Best,  
The Talent Cloud team

**From:** Tremblay, Julien [<mailto:Julien.Tremblay@dfo-mpo.gc.ca>]

**Sent:** October 19, 2018 10:56 AM

**To:** Talent Cloud-nuage de talents <[Talent.Cloud-nuage.de.talents@tbs-sct.gc.ca](mailto:Talent.Cloud-nuage.de.talents@tbs-sct.gc.ca)>

**Subject:** RE: Update: Talent Cloud Manager Training Session - October 25 (New time) | Nouvelles : Séance de formation pour les gestionnaires sur le Nuage de talents - 25 octobre (nouvelle heure)

So we simply complete the templates and it will create the whole thing?

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**De :** Talent Cloud-nuage de talents <[Talent.Cloud-nuage.de.talents@tbs-sct.gc.ca](mailto:Talent.Cloud-nuage.de.talents@tbs-sct.gc.ca)>

**Envoyé :** 19 octobre 2018 10:54

**À :** Tremblay, Julien <[Julien.Tremblay@dfo-mpo.gc.ca](mailto:Julien.Tremblay@dfo-mpo.gc.ca)>

**Cc :** Dubois, Christophe <[Christophe.Dubois@dfo-mpo.gc.ca](mailto:Christophe.Dubois@dfo-mpo.gc.ca)>; Talent Cloud-nuage de talents <[Talent.Cloud-nuage.de.talents@tbs-sct.gc.ca](mailto:Talent.Cloud-nuage.de.talents@tbs-sct.gc.ca)>

**Objet :** Update: Talent Cloud Manager Training Session - October 25 (New time) | Nouvelles : Séance de formation pour les gestionnaires sur le Nuage de talents - 25 octobre (nouvelle heure)

Good morning,

We would like to provide an update on the manager training session.

We have been user-testing the templates that we shared in the previous emails with managers. The testing has yielded very positive results, in terms of both managers' feedback and the poster quality. In light of this, we are taking a different approach to the manager training sessions.

The sessions on Oct 23 and Oct 25 will now be drop-in sessions for managers having difficulties completing the templates. The session on Oct 23 will be in French, and the session on Oct 25 will be in English. If any manager would like to attend the drop in sessions, please let us know in advance for sign-in purposes.

**Please note that the Oct 25 session will now take place between 10am and 12pm. The meeting invite will be updated accordingly**

If you feel comfortable completing the templates on your own, you can now choose to not participate in the training sessions. Simply send us the completed templates, and we'll go from there.

Best regards,  
The Talent Cloud team

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Bonjour,

Voici les dernières nouvelles au sujet de nos séances de formation à l'intention des gestionnaires.

Les premiers essais effectués auprès des gestionnaires, concernant les modèles que nous vous avons fait parvenir dans les courriels précédents, sont très encourageants, tant en ce qui concerne les commentaires des gestionnaires que la qualité de l'annonce produite. Nous avons donc décidé d'opter pour un nouveau format de séances de formation.

Par conséquent, les ateliers des 23 et 25 octobre prochains seront désormais offerts sous la forme de séances de formation informelles destinées aux gestionnaires pour lesquels l'utilisation des modèles en question présente des difficultés. Celle du 23 octobre se déroulera en français, alors que celle du 25 octobre sera en anglais. Si vous souhaitez participer à l'une ou l'autre des séances, merci de bien vouloir nous en aviser aux fins de planification.

**Veillez noter que la session du 25 octobre aura désormais lieu entre 10h et 12h. L'invitation à la réunion sera mise à jour en conséquence**

Si l'utilisation des modèles ne vous pose pas de difficultés, vous pouvez choisir de ne pas participer aux séances de formation. Dans ce cas, vous n'avez qu'à nous envoyer les modèles que vous aurez remplis, et nous ferons le nécessaire.

Cordialement,

L'équipe du Nuage de talents

From: Talent Cloud-nuage de talents  
Sent: October 17, 2018 1:17 PM

To: Tremblay, Julien: DFO.MPO <[Julien.Tremblay@dfo-mpo.gc.ca](mailto:Julien.Tremblay@dfo-mpo.gc.ca)>

: Talent Cloud-nuage de talents <[Talent.Cloud-nuage.de.talents@tbs-sct.gc.ca](mailto:Talent.Cloud-nuage.de.talents@tbs-sct.gc.ca)>; Dubois, Christophe: DFO.MPO  
[hristophe.dubois@dfo-mpo.gc.ca](mailto:hristophe.dubois@dfo-mpo.gc.ca)

Subject: Talent Cloud Manager Training Session - October 25 | Séance de formation pour les gestionnaires sur le Nuage de talents - 25 octobre

*(La version française suit)*

Thank you for confirming your attendance for the Talent Cloud Manager Training Session. The session will take place on **Thursday, October 25, between 9:30 a.m. and 11:30 a.m.**, at 90 Elgin Street, Ottawa.

Please note that this session will be in **English**.

Attached please find the meeting invite, as well as several templates. If you have time between now and the training session, please feel free to start using the templates to draft the job poster and the manager file.

While you are working through the templates, please keep track of the time you spent and note any questions you may have about the documents. As part of the pilot, we are collecting data on how much time and effort managers spent on the process, as well as ways to make it better.

- Poster template – no instructions: this is the document you can use to draft the job poster (you only need to complete the template in the official language of your choice – the Talent Cloud team will take care of translation once it's finalized)
- Poster template: this document is the same as the first, but with instructions to guide you in filling out the template
- Skills Assessment Framework: as Talent Cloud is testing a new credential recognition methodology, this document provides specific definitions to help you determine the type of skills, the level, and the evidence you require from candidates, as you prepare the essential and asset criteria
- Manager profile template: this will let job candidates know more about you as the hiring manager. All questions in this template are optional

You can visit the Talent Cloud platform ([talent.canada.ca](http://talent.canada.ca)) to see what the job poster would look like from the applicants' perspective.

We look forward to seeing you at the training session!

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Merci de confirmer votre présence pour la séance de formation pour les gestionnaires sur le Nuage de talents. La séance aura lieu **le jeudi 25 octobre, de 9 h 30 à 11 h 30**, au 90, rue Elgin, à Ottawa.

Veuillez noter que cette séance se déroulera en **anglais**.

Veuillez trouver ci-jointe une invitation à la réunion, ainsi que plusieurs modèles. Si vous avez du temps avant la séance de formation, n'hésitez pas à commencer à utiliser les modèles pour rédiger l'affiche d'emploi et le profil du gestionnaire.

Pendant que vous remplissez les modèles, veuillez consigner le temps utilisé et noter toutes les questions que vous pouvez avoir au sujet des documents. Dans le cadre du projet pilote, nous recueillons les données sur le temps utilisé et l'effort que les gestionnaires consacrent au processus, ainsi que sur les moyens de l'améliorer.

- Modèle d'affiche – aucune instruction : c'est le document que vous pouvez utiliser pour rédiger l'affiche d'emploi (il vous suffit de remplir le modèle dans la langue officielle de votre choix – l'équipe du Nuage de talents s'occupera de la traduction lorsque le document aura été mis au point).

- **Modèle d'affiche** : ce document ressemble au premier, mais comporte des instructions pour remplir le modèle.
- **Cadre d'évaluation des compétences** : Étant donné que l'équipe met à l'essai une nouvelle méthode de reconnaissance des titres de compétences, ce document contient des définitions précises pour vous aider à déterminer les types de compétences, le niveau et les éléments probants que vos candidats doivent vous présenter, pendant que vous préparez les critères essentiels et constituant un atout.
- **Modèle du profil du gestionnaire** : ce document permettra aux candidats à l'emploi d'en savoir plus sur vous en tant que gestionnaire responsable de l'embauche. Toutes les questions dans ce modèle sont facultatives.

**Vous pouvez visiter la plateforme Nuage de talents ([talent.canada.ca](http://talent.canada.ca)) pour voir comment l'affiche d'emploi sera présentée aux candidats.**

**Au plaisir de vous voir à la séance de formation!**

**Tremblay, Julien**

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**De:** Tremblay, Julien  
**Envoyé:** 24 octobre 2018 10:44  
**À:** Lajoie, Jocelyne; Dion, Martin; Boyayo, Didier  
**Objet:** Talent Cloud  
**Pièces jointes:** Manager Profile - Julien Tremblay.docx; Poster - Programmer Analyst - Web Content Manager - EN.docx; Poster template EN.docx; Skills Assessment Framework EN.docx; Skills Assessment Framework FR.docx

Je me suis fait invite à faire partie d'un essaie d'un nouvelle application pour engager du monde.

Je vais leur demander si on peut aussi utilisé pour engager ou promuer à l'interne.

Vos commentaire son invité même attendu 😊.

Voici deux ébauche.

Julien Tremblay

Manager, Corporate Solutions | Gestionnaire des solutions corporatives  
Fisheries Management and Corporate Solutions | Solutions pour la Gestion des pêches et le corporatif  
Fisheries and Oceans Canada | Pêches et Océans Canada  
10 Kent Street, Ottawa, ON K1A 0E6 | 200, rue Kent, Ottawa, Ontario K1A 0E6  
[Julien.Tremblay@dfo-mpo.gc.ca](mailto:Julien.Tremblay@dfo-mpo.gc.ca)  
Telephone | Téléphone: 613-608-2605

**Pages 189 to / à 190  
are withheld pursuant to section  
sont retenues en vertu de l'article**

**19(1)**

**of the Access to Information Act  
de la Loi sur l'accès à l'information**

## Talent Cloud Job Poster – Template (with instructions)

### **Job details:**

Title: Programmer – Analyst, Web Content Manager

Location of work: Gulf (Moncton, 12 Millennium Drive)

Classification: CS

Remote work allowed: YES

Level: 02

Flex hours allowed: YES

Salary: From \$70,439 to \$86,213

Telework allowed: YES

Duration: Term / indeterminate

Security level: YES

Target Start: March 2019

Language level: BBB

### **Restrict application numbers?**

10 per submission

### **General advice:**

This model is designed to help you think through what you need in a logical progression, so try to complete sections in the order presented.

When completing paragraph sections, aim for 3-4 short sentences in plain, non-government language. Try for a casual, frank, friendly tone.

Remember, if your paragraphs are too long or overly bureaucratic, people won't read them and likely won't apply. So leave government-speak, flavour-of-the-month buzz words and acronyms behind. Applicants don't respond well to these. We know. We tested 😊 (Some applicants responded so negatively to government-speak in user testing that they decided not to apply for jobs they had otherwise decided to apply for.)



**Impact:**

**Team mandate** – – Write a few sentences here to describe the value your team/service/initiative brings to Canadians. It doesn't matter if your work is direct to citizens or back office, innovative or maintenance, top priority or ongoing. Describe to someone who knows nothing about your work how it contributes to making Canada better.

- Our Mandate as Corporate Solutions and Web Content Management is to ensure that all applications supporting internal services are functioning and meet the client's requirements. We always aim to look to the future for new technologies / opportunities to improve our services as well as keeping the lights on existing systems, purchased or developed.

**Your role** – – Now include a few short sentences on what the new team member (applicant) will contribute in this role. Focus on the value they'll bring, not on specific tasks. (Key tasks are in the next section, so try to avoid duplication.) For example, "In this role, you will be contributing to..." or "As a member of this team, you'll be responsible for helping us..."

- As a member of this team, you'll be responsible to support the platform that hosts the intranet and internet for the whole department of fisheries and oceans Canada as well as provide bilingual training on how to be a champion on the platform.

**Key Tasks:**

Key Task	Skill	Essential or Asset	Level Required	Definition (optional)
Manage Web Templates	Drupal	Essential	Intermediate	
Provide advise on Web content	Analytical Thinking	Asset	Intermediate	
Provide Champion Training	Teaching	Essential	Intermediate	
Write technical documentation	Writing	Asset	Intermediate	
Configure Platform	Drupal	Essential	Intermediate	

## Work Environment and Team Culture

(This section is optional to complete, but highly recommended. It can usually be reused for multiple job applications.)

Applicants care a lot about the team's they'll be working on and the environment they'll be working in. Sharing information about these things can help applicants determine if they'll be a good fit, and can reduce the number of "wishful thinking" applications that can slow down the screening process.

Information provided here can also be used to improve the soft skills side of the "fit to team" equation. (We'll explain after you complete the exercise.)

**About** – *This section is where you can share a little about the physical environment and the technology use by your team. For example, some people highlight that they are in open-concept spaces or the office has lots of windows and natural light. Others describe the amenities of the city they're in. If your team is using advanced tech for government that isn't too far behind industry standards, here's a good place to share (e.g. access to Slack, GitHub, Google drive, Canva, Prezi, Trello.)*

*Don't oversell it – honesty is a critical part of making a good job match between you and an applicant. (And don't say Workplace 2.0 – applicants won't understand this term ☺)*

<Talk about Millenium Drive.>

## Our Operating Context –

- Our operations are national, we support the applications that DFO as a whole uses to ensure their work is done, the operational time is from 8 a.m. Atlantic time to 8 p.m. Pacific time. We are very opened in terms of work hours. There are needs for overtime within IT as some system updates cannot be done during work hours.

**What We Value** – *Does your team care a lot about anything in particular? Highly collaborative? Proud of the team's record of results? Strong commitment to mental wellness? Actively involved in advancing diversity and inclusion? LGBTQ2+ champions? Here's a chance to let applicants know about the culture of the team they'll potentially be joining. (Note: avoid sharing any sensitive personal information.)*

- As a manager I always look for people who aren't afraid to speak their minds, provide their feedback and ensure that they care about their work, regardless of what it is. Mental wellness is very important to me and provide a very welcoming environment to those within my team.

**How We Work** – *Is your team well organized? Chaotic but productive? Collaborative in its delivery model? Here's a chance to give an applicant a sense of the day to day culture of how you accomplish the tasks your team delivers.*

- Our team manage an extensive array of applications that support Real property, human resources, and many other clients. A lot of our systems also support a national environment, so sometimes it can get chaotic, but it is always productive. We try to be as agile as we can and where we can.

#### **Last Task!**

One final chance to add a few things to the Essential and Asset list of selection criteria.

Read through what you've written about the operating context, team values and team work model. Does anything jump out? For example, if you've said the team is highly collaborative or the project you're building is very innovative, do you want to add these as selection criteria?

Avoid the temptation of adding things just because there are lots of awesome personality attributes a person could have. Remember, you have to screen each of these.

Try asking, if a person didn't have this attribute, would they still successfully be able to deliver the project or work well on the team?

Example:

Situation/Context	Skill	Essential or Asset	Level Required	Definition (optional)
<ul style="list-style-type: none"> <li>Fast paced environment; innovative project working with unknowns</li> </ul>	Ability to learn	Essential	Moderately in evidence	Ability to rapidly pick up new skills and competencies, and apply them in a work situation. Ability to apply curiosity and cognitive abilities to find new approaches to advancing work when existing skill sets are insufficient.
<ul style="list-style-type: none"> <li>Team regularly allows telework, flex work and self-directed learning time for special projects</li> </ul>	Integrity	Essential	Strongly in evidence	Treating all those in the work environment with fairness, courtesy and respect for differences; performing the job in a manner that upholds the public trust and values co-workers.

**Remember:** you're aiming for no more than 12 criteria overall (but you always have the choice to apply more).

Adding some here may mean you need to trim down your original list above, so take time to refresh your memory about what you've already decided to ask for in an applicant.

Situation/Context	Skill	Essential or Asset	Level Required	Definition (optional)
•				
•				

**You're done!**

Talent Cloud will review your content, put it into poster format and share this back to you with comments.

After managers have a chance to see the Talent Cloud comments and make any final revisions, the poster will go to the assigned departmental HR Superuser for review. Talent Cloud will coordinate this step.

If all is well, Talent Cloud will take care of translation and work with the PSC and the HR Superuser to get priority clearance and put the poster up live.

Let us know if you have any comments to share about the process so far 😊

Huge thank you from the Talent Cloud team.

Comments on the process so far (optional)

•

## Talent Cloud Job Poster – Template (with instructions)

### **Job details:**

Title: Programmer Analyst, Systems Expert	Location of work: Ottawa
Classification: CS	Remote work allowed: YES
Level: 02	Flex hours allowed: YES
Salary: From \$70,439 to \$86,213	Telework allowed: YES
Duration: Term / indeterminate	Security level: Secret
Target Start: March 2019	Language level: E or BBB

### **Restrict application numbers?**

10 applications per submission

### **General advice:**

This model is designed to help you think through what you need in a logical progression, so try to complete sections in the order presented.

When completing paragraph sections, aim for 3-4 short sentences in plain, non-government language. Try for a casual, frank, friendly tone.

Remember, if your paragraphs are too long or overly bureaucratic, people won't read them and likely won't apply. So leave government-speak, flavour-of-the-month buzz words and acronyms behind. Applicants don't respond well to these. We know. We tested 😊 (Some applicants responded so negatively to government-speak in user testing that they decided not to apply for jobs they had otherwise decided to apply for.)

**Impact:**

*Team mandate – Write a few sentences here to describe the value your team/service/initiative brings to Canadians. It doesn't matter if your work is direct to citizens or back office, innovative or maintenance, top priority or ongoing. Describe to someone who knows nothing about your work how it contributes to making Canada better.*

- Our Mandate as Corporate Solutions and Web Content Management is to ensure that all applications supporting internal services are functioning and meet the client's requirements. We always aim to look to the future for new technologies / opportunities to improve our services as well as keeping the lights on existing systems, purchased or developed.

*Your (applicant's) role – Now include a few short sentences on what the new team member (applicant) will contribute in this role. Focus on the value they'll bring, not on specific tasks. (Key tasks are in the next section, so try to avoid duplication.) For example, "In this role, you will be contributing to..." or "As a member of this team, you'll be responsible for helping us..."*

- As a member of this team, you'll be responsible to support the multiple systems associated to corporate solutions. This means maintain existing code, maintain commercial off the shelf systems and reporting environments.

**Key Tasks:**

Brainstorm a list of key tasks that applicants will be responsible for. What will they be delivering? What will they spend their time on?

Aim for 4-8 statements that cover what you want them to accomplish or work on during their time with your team. Statements should be short, but provide some context detail. Try to avoid being too concise or too detailed. For example,

- X    Report writing
- ✓    Writing reports to share the results of public engagement exercises conducted by your colleagues
- X    Providing detailed and well written reports of between 8 and 10 pages that reflect the ongoing priorities of the department in conjunction with the results of public engagement sessions undertaken by the team over the period prior to and during your work tenure.

**List 4-8 key tasks (more if they are really relevant)**

- 
- 
- 
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- 
-



Next, go through the key tasks **one at a time** and identify the skills needed to accomplish each one. This could be hard or soft skills or knowledge.

You will likely have a few skills per task to begin with, but as you go through the list, you may notice duplication (e.g. the skills for Task 1 also cover the skills needed for Tasks 4 and 5). Don't include any duplicate skills.

Copy each task into the table below so that it's easy for you to refer to, and then complete the remaining fields.

Refer to the **Talent Cloud Skills Assessment Framework** to determine the level appropriate for each hard or soft skill.

You can, in some cases, list a skill as Essential and then ask for a higher level as an Asset. An example has been provided below.

Example:

Key Task	Skill	Essential or Asset	Level Required	Definition (optional)
• Help deploy our PHP (Laravel) web application onto TBS cloud servers	Linux	Essential	Intermediate	Working in Linux and configuring applications in Linux based environments
• Same as above	Linux	Asset	Advanced	Working in Linux and configuring applications in Linux based environments
• Same as above	Web Server Administration			Setting up and administering web servers

See next page for your blank template. ☺

**Aim for no more than 12.**

**6-8 is the recommended number of total criteria.**

<b>Key Task</b>	<b>Skill</b>	<b>Essential or Asset</b>	<b>Level Required</b>	<b>Definition (optional)</b>
Maintain code in Either Oracle forms, .net or php	Programming	Essential	Intermediate	
Provide advice to clients	Analytical Thinking	Asset		
Write Technical Documentation	Writing	Asset		
Configure varying systems	System Administration	Essential	Intermediate	
Write Reports for varying clients in SQL	SQL queries	Asset	Intermediate	
Write Reports for varying clients in Cognos	Cognos Modeling	Asset	Intermediate	

## **Work Environment and Team Culture**

(This section is optional to complete, but highly recommended. It can usually be reused for multiple job applications.)

Applicants care a lot about the team's they'll be working on and the environment they'll be working in. Sharing information about these things can help applicants determine if they'll be a good fit, and can reduce the number of "wishful thinking" applications that can slow down the screening process.

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*Don't oversell it – honesty is a critical part of making a good job match between you and an applicant. (And don't say Workplace 2.0 – applicants won't understand this term ☺)*

- <Talk about Millenium Drive.>

**Our Operating Context** – *Share a bit about the conditions under which the work will take place. For example, you can describe if the work is high priority so deadlines will be tight and there will be a lot of involvement from senior management. Or you can talk about how the work is steady, so everyone goes home by 4:30pm and no one needs to work overtime.*

- Our operations are national, we support the applications that DFO as a whole uses to ensure their work is done, the operational time is from 8 a.m. Atlantic time to 8 p.m. Pacific time. We are very opened in terms of work hours. There are needs for overtime within IT as some system updates cannot be done during work hours.

**What We Value** – Does your team care a lot about anything in particular? Highly collaborative? Proud of the team's record of results? Strong commitment to mental wellness? Actively involved in advancing diversity and inclusion? LGBTQ2+ champions? Here's a chance to let applicants know about the culture of the team they'll potentially be joining. (Note: avoid sharing any sensitive personal information.)

- As a manager I always look for people who aren't afraid to speak their minds, provide their feedback and ensure that they care about their work, regardless of what it is. [REDACTED] provide a very welcoming environment to those within my team.

**How We Work** – Is your team well organized? Chaotic but productive? Collaborative in its delivery model? Here's a chance to give an applicant a sense of the day to day culture of how you accomplish the tasks your team delivers.

- Our team manage an extensive array of applications that support Real property, human resources, and many other clients. A lot of our systems also support a national environment, so sometimes it can get chaotic, but it is always productive. We try to be as agile as we can and where we can.

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Try asking, if a person didn't have this attribute, would they still successfully be able to deliver the project or work well on the team?

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Situation/Context	Skill	Essential or Asset	Level Required	Definition (optional)
<ul style="list-style-type: none"> <li>Fast paced environment; innovative project working with unknowns</li> </ul>	Ability to learn	Essential	Moderately in evidence	Ability to rapidly pick up new skills and competencies, and apply them in a work situation. Ability to apply curiosity and cognitive abilities to find new approaches to advancing work when existing skill sets are insufficient.
<ul style="list-style-type: none"> <li>Team regularly allows telework, flex work and self-directed learning time for special projects</li> </ul>	Integrity	Essential	Strongly in evidence	Treating all those in the work environment with fairness, courtesy and respect for differences; performing the job in a manner that upholds the public trust and values co-workers.

**Remember: you're aiming for no more than 12 criteria overall (but you always have the choice to apply more).**

Adding some here may mean you need to trim down your original list above, so take time to refresh your memory about what you've already decided to ask for in an applicant.

Situation/Context	Skill	Essential or Asset	Level Required	Definition (optional)
•				
•				

**You're done!**

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After managers have a chance to see the Talent Cloud comments and make any final revisions, the poster will go to the assigned departmental HR Superuser for review. Talent Cloud will coordinate this step.

If all is well, Talent Cloud will take care of translation and work with the PSC and the HR Superuser to get priority clearance and put the poster up live.

Let us know if you have any comments to share about the process so far 😊

Huge thank you from the Talent Cloud team.

Comments on the process so far (optional)

•

**Pages 206 to / à 207  
are duplicates of  
sont des duplicatas des  
pages 286 to / à 287**

**Pages 208 to / à 209  
are duplicates of  
sont des duplicatas des  
pages 292 to / à 293**



**Cioui, Georges**

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**From:** Dubois, Christophe  
**Sent:** Thursday, October 25, 2018 9:49 AM  
**To:** MacDonald, Jann  
**Subject:** RE: DM SN - need your input please

Hi Jane,

Here is the latest update :

The first round of hiring will start in the fall, and we have 3 managers participating in the first round :

**Staffing streams**

The first round of hiring through Talent Cloud will focus on digital and tech talent, which include jobs in the following five categories:

- Software development
- Technical architecture
- IT project management
- Data analytics
- User-experience design

Once the first round of hiring is underway, Talent Cloud will look into expanding into the following staffing streams in addition to digital and tech talent. The additional streams were identified based on the discussion with all partner departments in June 2018:

- Administrative professionals
- Policy experts
- HR experts
- Project management
- Change management

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**From:** MacDonald, Jann  
**Sent:** October-25-18 9:34 AM  
**To:** Dubois, Christophe <Christophe.Dubois@dfo-mpo.gc.ca>  
**Subject:** DM SN - need your input please

I have copied this from a previous briefing – it is obviously dated information. Would you be able to provide me with an update on it please?

**Attracting new talent – GC Talent Cloud and CIOB University Recruitment**

- GC Talent Cloud is an experimental pilot that tests a rapid hiring model for project-based work using the term hiring mechanism and a new credential recognition methodology.
- GC Talent Cloud aims to dramatically improve staffing efficiency (time and cost savings), the quality of government hires for project-based work, and workers' rights in temporary, term and casual work situations.
- The model is designed to be complementary to (and does not replace) the existing hiring structure for the indeterminate workforce.

- TBS organized a recruitment event to bring together GC technology employers and potential qualified candidates – ConneCSion – that had been assessed on required CS competencies.
- IM&TS attended a half-day session to meet these candidates in person. This event resulted in IM&TS offering employment to two of the candidates.

### **Key Points to Register**

- DFO is planning to participate in the GC Talent Cloud pilot in the next wave, September 2018.
- This model is focused on project-based work (term-hire), with rapid staffing time which will benefit the Department in supplementing staff complement.
- From a DFO perspective, this was a successful event and provided the opportunity to promote DFO as a great employer.
- DFO would be interested and supportive of similar events in the future.

#### **Jann MacDonald**

Business Management, Integration and Engagement (BMIE)  
Information Management & Technology Services (IMTS)  
Fisheries and Oceans Canada / Government of Canada  
613-793-8098  
[Jann.MacDonald@dfo-mpo.gc.ca](mailto:Jann.MacDonald@dfo-mpo.gc.ca)

GCpedia: [http://www.gcpedia.gc.ca/wiki/DFOMPO\\_IMTSGIST](http://www.gcpedia.gc.ca/wiki/DFOMPO_IMTSGIST)

Gestion d'Affaires, Intégration et Engagement (GAIE)  
Gestion de l'Information et Services de la Technologie (GIST)  
Pêches et Océans Canada / Gouvernement du Canada  
613-793-8098  
[Jann.MacDonald@dfo-mpo.gc.ca](mailto:Jann.MacDonald@dfo-mpo.gc.ca)

GCpedia : [http://www.gcpedia.gc.ca/wiki/DFOMPO\\_IMTSGIST?lang=fr](http://www.gcpedia.gc.ca/wiki/DFOMPO_IMTSGIST?lang=fr)

**Graham, Richard**

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**From:** Sabourin, Darlene  
**Sent:** 2018–October-29 1:45 PM  
**To:** Nabonne, Bruno; Gallant, Claude; Charlebois, Christian; Audet, Jacqueline; Daigle, Hugo; Kiefl, Richard; Landry, Luc; Holt, Michael; Warner, Lyn; Essoltani, Abdelaziz; Young, Elizabeth; Ben Essalah, Hachem  
**Subject:** FW: A new blog was posted in group Talent Cloud | Nuage de talents | Un nouveau blogue a été affiché dans le groupe Nuage de talents | Talent Cloud  
**Categories:** Red Category

Hi everyone – FYI – the beta version of the Talent Cloud has been launched with 2 jobs current available (1 x Transport Canada & 1 x PSPC)! <https://talent.canada.ca/en> / <https://talent.canada.ca/fr>

Darlene Sabourin  
 Director, IM/IT Planning  
 Business Management, Integration and Engagement  
 Information Management and Technology Services (IM&TS)  
 Fisheries and Oceans Canada  
[darlene.sabourin@dfo-mpo.gc.ca](mailto:darlene.sabourin@dfo-mpo.gc.ca)  
 Tel: 613-998-9902 / [REDACTED]

[http://www.gclopedia.gc.ca/wiki/DFOMPO\\_IMTSGIST](http://www.gclopedia.gc.ca/wiki/DFOMPO_IMTSGIST)

Directrice, Planification GI/TI  
 Gestion d'affaires, intégration et engagement  
 Gestion de l'information et services de la technologie (GI&ST)  
 Pêches et Océans Canada  
[darlene.sabourin@dfo-mpo.gc.ca](mailto:darlene.sabourin@dfo-mpo.gc.ca)  
 Tél: 613-998-9902 / [REDACTED]

[http://www.gclopedia.gc.ca/wiki/DFOMPO\\_IMTSGIST?lang=fr](http://www.gclopedia.gc.ca/wiki/DFOMPO_IMTSGIST?lang=fr)

**From:** GCcollab <admin@gccollab.ca>  
**Sent:** Monday, October 29, 2018 11:18 AM  
**To:** Sabourin, Darlene <Darlene.Sabourin@dfo-mpo.gc.ca>  
**Subject:** A new blog was posted in group Talent Cloud | Nuage de talents | Un nouveau blogue a été affiché dans le groupe Nuage de talents | Talent Cloud

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**GCcollab**

(Le français suit)

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**Rosita.Kwok a affiché un nouveau blogue intitulé La version bêta du Nuage de talents a été lancée!**

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**Sabourin, Darlene**

---

**From:** Sabourin, Darlene  
**Sent:** Monday, October 29, 2018 8:52 AM  
**To:** Dagenais, Martin  
**Cc:** Husainy, Syed; Jorgensen, Jennifer; Cormier, Gabriel; Bergeron, Pamela; Jalbert, Sylvie; Ben Essalah, Hachem; Young, Elizabeth; MacDonald, Jann; Hemken, Susana; DG HR Correspondance / DG RH Correspondance (DFO/MPO)  
**Subject:** RE: BF Oct 29: New Tasking//2018-009-00660//SN for DM Phone discussion with Alex Benay, Chief Information Advisor  
**Attachments:** Scenario\_Note-CIO\_GOV\_OF\_CANADA-2018-11-02 v2.docx

Good morning,

Please see the attached CIO approved SN as requested. We reached out to Alex Benay's office; [REDACTED]  
 [REDACTED] We included a number of topics in the SN that are current and could be discussed at the meeting as no agenda was available.

Sylvie Jalbert provided the text for the first item (NEXT-GEN PAY AND DFO-COAST GUARD) which is included in the SN; the remainder are provided by IM&TS.

Darlene Sabourin  
 Director, IM/IT Planning  
 Business Management, Integration and Engagement  
 Information Management and Technology Services (IM&TS)  
 Fisheries and Oceans Canada  
[darlene.sabourin@dfo-mpo.gc.ca](mailto:darlene.sabourin@dfo-mpo.gc.ca)  
 Tel: 613-998-9902 / [REDACTED]

s.16(2)(c)

[http://www.gcpcedia.gc.ca/wiki/DFOMPO\\_IMTSGIST](http://www.gcpcedia.gc.ca/wiki/DFOMPO_IMTSGIST)

Directrice, Planification GI/TI  
 Gestion d'affaires, intégration et engagement  
 Gestion de l'information et services de la technologie (GI&ST)  
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[darlene.sabourin@dfo-mpo.gc.ca](mailto:darlene.sabourin@dfo-mpo.gc.ca)  
 Tél: 613-998-9902 / [REDACTED]

[http://www.gcpcedia.gc.ca/wiki/DFOMPO\\_IMTSGIST?lang=fr](http://www.gcpcedia.gc.ca/wiki/DFOMPO_IMTSGIST?lang=fr)

**From:** Dagenais, Martin  
**Sent:** Wednesday, October 24, 2018 12:11 PM  
**To:** Hemken, Susana <Susana.Hemken@dfo-mpo.gc.ca>; MacDonald, Jann <Jann.MacDonald@dfo-mpo.gc.ca>; Sabourin, Darlene <Darlene.Sabourin@dfo-mpo.gc.ca>; DG HR Correspondance / DG RH Correspondance (DFO/MPO) <DFO.DGHRCorrespondance-DGRHCorrespondance.MPO@dfo-mpo.gc.ca>  
**Cc:** Husainy, Syed <Syed.Husainy@dfo-mpo.gc.ca>; Jorgensen, Jennifer <Jennifer.Jorgensen@dfo-mpo.gc.ca>; Cormier, Gabriel <Gabriel.Cormier@dfo-mpo.gc.ca>; Bergeron, Pamela <Pamella.Bergeron@dfo-mpo.gc.ca>; Dagenais, Martin <Martin.Dagenais@dfo-mpo.gc.ca>

**Subject:** BF Oct 29: New Tasking//2018-009-00660//SN for DM Phone discussion with Alex Benay, Chief Information Advisor

Hi IMTS,

Please see tasking below and provide a SN for the DM's use at the 30 min discussion she will be having with Alex Benay. Please reach out to Alex Benay's office for input.

DGO HR, please advise if you have any input as well.

BF to ADMO is COB Oct 29<sup>th</sup>.

Thanks

**Martin Dagenais**

613-991-3510

---

**From:** Perrier, Guillaume

**Sent:** October-24-18 12:05 PM

**To:** Bergeron, Pamela; Berry, Anne; Cormier, Gabriel; Dagenais, Martin; Husainy, Syed; Jorgensen, Jennifer

**Cc:** XNCR-Grp, DMO Correspondence & Briefing Unit

**Subject:** New Tasking//2018-009-00660//SN for DM Phone discussion with Alex Benay, Chief Information Advisor

Good Afternoon HRCS,

Please process the following docket:

**Title:** Phone discussion with Alex Benay, Chief Information Advisor

**Deliverable:** Scenario Note for DM

**Lead:** HRCS

**Input:**

**GCCMS #:** 2018-009-00660

**BF in DMO: October 31<sup>st</sup> 2018.**

**Instructions / Supplementary Information:** Please prepare a SN for the DM for a 30 min discussion she will be having with Alex Benay. We have reached out to his office requesting topics, but have been unsuccessful. Please ensure HRCS reaches out to Mr. Benay's office to inquire about potential topics. SN should be concise as the meeting is only 30 mins.

\*\*\*\*\*

If you require an extension or clarification after consulting with your Group's program(s) and/or manager, please email [DMO.CBUnit@dfo-mpo.gc.ca](mailto:DMO.CBUnit@dfo-mpo.gc.ca)

\*\*\*\*\*

**Guillaume Perrier**

Correspondence Officer | Agent de correspondance

Deputy Minister's Office | Cabinet de la sous-ministre

777 Kent Street, Ottawa, Ontario, K1A 0E6

T: (613) 993-0678

Email: [Guillaume.perrier@dfo-mpo.gc.ca](mailto:Guillaume.perrier@dfo-mpo.gc.ca)

<(((°> <(((°> <(((°> <(((°> <(((°> <(((°> <(((°> <(((°>

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**From:** Hirani, Samia  
**Sent:** October-24-18 11:17 AM  
**To:** XNCR-Grp, DMO Correspondence & Briefing Unit  
**Subject:** new tasking

Please task :

**Title:** Phone discussion with Alex Benay, Chief Information Advisor

**Deliverable:** Scenario Note for DM

**Lead:** HRCS

**Input:**

**BF in DMO:** October 31, 2018

**Instructions / Supplementary Information:** Please prepare a SN for the DM for a 30 min discussion she will be having with Alex Benay. We have reached out to his office requesting topics, but have been unsuccessful. Please ensure HRCS reaches out to Mr. Benay's office to inquire about potential topics. SN should be concise as the meeting is only 30 mins.

---

-----Original Appointment-----

**From:** [Jennifer.Conway@tbs-sct.gc.ca](mailto:Jennifer.Conway@tbs-sct.gc.ca) [<mailto:Jennifer.Conway@tbs-sct.gc.ca>] **On Behalf Of** Benay, Alex

**Sent:** October-24-18 10:01 AM

**To:** Benay, Alex; Blewett, Catherine

**Subject:** Phone discussion between Catherine Blewett and Alex Benay

**When:** November-02-18 4:00 PM-4:30 PM (UTC-05:00) Eastern Time (US & Canada).

**Where:** Alex to call 613-993-2200



Approved by (insert name)

Docket #: 2018-009-00660

Security Classification: UNCLASSIFIED

## **SCENARIO NOTE FOR THE DEPUTY MINISTER**

### **MEETING WITH THE CHIEF INFORMATION OFFICER OF CANADA**

#### **Date and Location of Meeting**

This meeting between the Deputy Minister and the Government of Canada Chief Information Officer (CG CIO), Mr. Alex Benay, will take place on Friday, November 2, 2018, from 4:00 p.m. to 4:30 p.m. by telephone. This meeting is at the request of Mr. Benay.

As of October 26, 2018, no agenda has been proposed. A number of topics Mr. Benay may wish to discuss are outlined in this note.

#### **ITEMS OF INTEREST TO THE GC CIO**

##### **NEXT-GEN PAY AND DFO-COAST GUARD**

- Budget 2018 contained \$16 million in funding over the next two fiscal years to explore options to replace the Phoenix pay system. The Government of Canada is currently conducting a series of workshops to engage key stakeholders across Government in identifying an initial set of high-level HR business and user requirements, as well as to review the draft Government of Canada HR Vision.
- Two representatives from DFO attended the initial workshops held in Ottawa, Vancouver and Dartmouth in September and October 2018 and provided examples of areas that must be addressed for the Next Gen pay system to be successful.
- As part of the business requirement gathering efforts led by Treasury Board, DFO and Coast Guard support has also been provided to Treasury Board in vetting and providing clarity on the requirements for one of our most disproportionately impacted group of employees, the Ships' Officers. We fully expect to continue to work in partnership with TBS as they work through the business requirements linked to other operational personnel in DFO and Canadian Coast Guard as well.
- One hundred percent of our seagoing personnel in Canadian Coast Guard have been impacted by the launch of Phoenix. While the Department is emphasizing timeliness in relation to HR to Pay, operational personnel, who work in a highly regulated environment and must meet minimum safe manning certification requirements, do not have the opportunity to plan ahead for staffing actions such as acting appointments. For this reason, timeliness of HR paperwork and entries into the HR and Pay Systems is not always possible.

#### **Key Points to Register**



The new system must look at the Department's requirements holistically. Although not a comprehensive listing, some key areas that need to be focused on would include:

- Accommodating just-in-time and late HR and Pay transactions without the requirement for manual intervention by the Pay Centre.
- Ensuring that systems can adhere to operational / non-operational terms and conditions within the Collective Agreements.
- Embedding secure "cloud" and "app" functionality into technical tools and requirements, and ensuring that for non-connected employees (remote locations and at sea, unable to connect to the IT Networks), enabling Timekeeper access on behalf of employees and managers.
- Accommodating two different pay rates on the same day, which is not currently possible in PeopleSoft (for instance, an acting starting at noon cannot currently be entered into HRMS to feed to pay).
- Ensuring that all codes and schedule requirements, including tax and pension implications, are fully tested and functional from day one.
- Ensuring that business rules and technical functionality in the new system(s) adheres to operational realities within DFO.
- Ensuring that automation is functional and logical and does not create extra work for Departments.

### **Responsive Questions and Answers**

- As 100 % of operational Coast Guard personnel have persistent pay problems that are beyond their control, we will support in any way possible efforts to build the Next Generation pay system. Subject matter experts in the Department have the ability to test extensively and sign-off on functionally before "going live".
- Our Pay Stabilization Team is preparing an extensive list to highlight areas that must be improved upon in the new system. I would be happy to share this with you once it is completed.
- We appreciate that this project is no easy task, and I am pleased to see that early engagement with departments is taking place and that work is already underway.
- Do not hesitate to call on us for any assistance you may need.

### **LAUNCH OF IT PLANNING CYCLE FOR 2019/20**

- The Government of Canada IT Planning cycle was launched on September 11, 2018 at the Deputy Minister Committee on Enterprise Priorities and Planning.
- Treasury Board requires that the list of identified projects and the Departmental IT Plan are signed off by the Deputy Minister. The target date for the sign off of the list of projects is November 15, 2018 and the sign off of the formal written Departmental IT Plan document is due at the end of the fiscal year.
- The departmental prioritized list of projects was endorsed by the departmental National Informatics Advisory Committee (NIAC) on October 1<sup>st</sup>, 2018 and was presented at the

October 22<sup>nd</sup>, 2018 Operations Committee meeting.

- The IM/IT list of prioritized projects includes 40 active IT projects, 66 new IT projects requested by program managers, as well as other operational activities to support program delivery.

### **Key Points to Register**

- The departmental IT Plan is founded upon the IM/IT priorities which the Department and the CIO intend to undertake over the next one to three years, and is established through consultation between Regions, Sectors and Information Management and Technology Services to ensure a comprehensive view of departmental priorities.
- The IT Plan is the mechanism for the department to be able to engage with our partners including Shared Services Canada (SSC). DFO has committed to identifying departmental priorities early and leveraging this process to engage partners.
- Treasury Board Secretariat leads the consolidation of all departmental priorities into one Government of Canada, enterprise wide prioritized list. The GC enterprise wide prioritized list is subsequently used to determine Shared Service Canada priorities. DFO's IT plan is critical to ensuring that its priorities are considered when the GC enterprise wide prioritized list is developed.

### **Responsive Questions and Answers**

- Government of Canada priorities do not always align with departmental program delivery priorities. How can the department ensure that our high priority program delivery projects are reflected appropriately in the government wide priorities?

### **DIGITALIZATION**

- Chief Information Officer Branch (CIOB) is developing a digital strategy and supporting policy. Digital principles were developed and shared with departmental CIOs.
- DFO Management team met with the government Chief Technology Officer (CTO) to discuss these principles and their implementation as well as the CIOB direction for Digitalization.
- A new Executive position has been created within Information Management & Technology Services (IM&TS) to plan and lead the digitalization initiative.

### **Key Points to Register**

- DFO CIO has raised the importance of digitalization of DFO business processes at multiple Forums with Regional and Sectoral as well as Canadian Coast Guard management.
- DFO supports the government direction on digitalization and would like to see TBS take a leadership role in developing digital literacy; both within the CIOs organization and within programs, through the establishment of learning and development opportunities.

### **Responsive Questions and Answers**

- DFO is a large, complex, and regionally diverse department with many business lines and applications. Embracing and fully adopting the proposed Government of Canada Digital Standards will take time, collaboration, and engagement across the department both in the regions and sectors.
- Adoption will require culture, business process, and IM/IT changes.
- As the government embraces the shift to digital, what supports and training will be available to assist our existing employees in developing the required competencies and skill sets to ensure they are positioned for success?

### **CLOUD COMPUTING**

- Government of Canada has adopted a 'Cloud First' approach as the preferred environment solution for technology projects.
- SSC has established contracts for departments to leverage to obtain cloud services.
- DFO has established a team to support the "Cloud First" approach to respond to the demand from Sectors and Regions in a managed manner.
- With the current challenges in obtaining IT services from SSC, the Cloud represents a great alternative, especially since the majority of DFO data is not classified.

### **Key Points to Register**

- DFO supports the government direction for the Cloud and will make efficient use of SSC contracts.
- As this is new to the government, and similar to digitalization, there is a pressing need for IT skills development to help departmental staff acquire and develop the required competencies and skill sets.
- DFO is one of the first departments to start developing applications and systems in the Cloud environment.
- The department has 2 major capital projects (Ecosystems and Fisheries Management System Integration (EFMSI) and Modernization of Ocean Data Integration Processes (MODIP)) as well as 3 proof of concepts (Storage, High Performance Computing and 1 science application) being developed which leverage the Cloud.
- Cloud solutions will improve capacity for DFO to deliver projects by providing infrastructure on-demand. Currently, there are limitations to the Cloud as only unclassified data can be hosted in the Cloud.

### **Responsive Questions and Answers**

- The department would like to have a realistic estimate on when Protected B Cloud storage will be available. This will enable the department to improve planning for moving to the cloud and assist in managing the expectations of departmental programs.

## **MOBILE APPLICATIONS**

- DFO is introducing Mobile applications technologies which will be leveraged where appropriate and applicable.

### **Key Points to Register**

- DFO is currently leveraging Mobile applications to assist Conservation and Protection Officers in enforcing their activities, promoting compliance, stewardship and sustainability of fisheries.

### **Responsive Questions and Answers**

- None.

## **ATTRACTING NEW TALENT – GC TALENT CLOUD**

- The GC Talent Cloud strives to be a digital repository of pre-qualified talented individuals that can be quickly engaged for project based work within the Government of Canada.
- This initiative is being led by Treasury Board Secretariat (TBS) with multiple signatory departments including DFO.
- The Secretary and the union both strongly support this initiative.
- The first streams of positions to be included in the Talent Portal will be digital and technology related.
- The first round of hiring will start in the fall and IM&TS have three managers participating.

### **Key Points to Register**

- The Talent Cloud can enable DFO to quickly engage qualified resources as part of mitigating the corporate workforce risk which identified the ongoing challenge of recruiting and retaining skilled staff.
- Future plans include additional Talent Cloud portals focused on specific target groups which can be leveraged by DFO to access qualified candidates in underrepresented groups (e.g. indigenous groups, women in technology).

### **Considerations**

- GC Talent Cloud is focussed on best fit and competencies for prospective candidates. It is much less prescriptive, and can support faster staffing.
- TBS organized a recruitment event to bring together GC technology employers and potential qualified candidates – ConneCSion – that had been assessed on required CS competencies. IM&TS attended the event to meet the candidates in person and

successfully recruited two candidates.

### **Responsive Questions and Answers**

- Given the success of the ConneCSion recruitment session, are plans underway for future sessions?

### **DATA MANAGEMENT**

- The department conducted a review of data quality which outlined recommendations for data management including enhancing data management practices and recognizing the importance of data as a Departmental asset.
- A Management Action Plan has been developed to implement the recommendations.

### **Key Points to Register**

- Data is recognized as an important departmental and supports DFO evidence based decision making.
- Data Governance will ensure the quality and security of departmental data and support departmental, interdepartmental and public access as well as horizontal collaboration.
- Establishing data governance across the department is aligned with the Government of Canada Data Strategy Framework.

### **Considerations**

- The Data Governance Framework will be developed for the entire department, but will be implemented incrementally.
- Broad engagement across the department is critical for ensuring project relevance and stakeholder buy-in.
- A Data Governance Framework will ensure the availability, usability, integrity and security of data assets.
- A roadmap and action plan are being developed to implement data governance across the department.

### **Responsive Questions and Answers**

- None.



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CLASSIFICATION  
GCCMS #:2018-009-00233  
EKME #: 3903525

To:  
Pour: Catherine Blewett

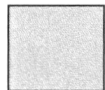
Date:

Object: **MEETING WITH THE CIO OF THE GOVERNMENT OF CANADA**  
Objet:

From /  
De: Hachem Ben Essalah, Chief Information Officer

Via: Dominic Laporte, ADM, Human Resources and Corporate Services

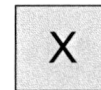
Additional approvals:  
Autre(s) approbation(s):



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Drafting Officer/  
Rédacteur:

Hachem Ben Essalah/613 993-2051

**Graham, Richard**

---

**From:** Dubois, Christophe  
**Sent:** 2018–November-01 8:31 AM  
**To:** Sabourin, Darlene; Young, Elizabeth  
**Subject:** FW: Talent Cloud follow-up  
**Attachments:** 1. Poster template EN.docx; 1. Poster template FR.docx; 2. Poster template - no instructions EN.docx; 2. Poster template - no instructions FR.docx; 3. Skills Taxonomy 2018-10.xlsx; 4. Skills Assessment Framework EN.docx; 4. Skills Assessment Framework FR.docx; 5. Manager Profile template EN.docx; 5. Manager Profile template FR.docx  
**Categories:** Red Category Most attachments provided elsewhere on file.

FYI

**From:** Talent Cloud-nuage de talents [mailto:Talent.Cloud-nuage.de.talents@tbs-sct.gc.ca]  
**Sent:** October-31-18 3:19 PM  
**To:** Dubois, Christophe <Christophe.Dubois@dfo-mpo.gc.ca>; Tremblay, Julien <Julien.Tremblay@dfo-mpo.gc.ca>; Frost, Andrew <Andrew.Frost@dfo-mpo.gc.ca>; Landry, Luc <Luc.Landry@dfo-mpo.gc.ca>  
**Cc:** Talent Cloud-nuage de talents <Talent.Cloud-nuage.de.talents@tbs-sct.gc.ca>  
**Subject:** Talent Cloud follow-up

Good afternoon,

This is a follow-up to the Talent Cloud manager training session.

Julien was the only manager who attended the optional session on Oct 25. Upon learning more about Talent Cloud, however, it was indicated that this pilot may not be suitable for his team's current staffing needs.

If Andrew and Luc are still interested in participating in Talent Cloud, please complete the attached job poster template (and the optional manager profile template). There is no specific deadline for the completion of the templates. However, please note that the first round of hiring takes place between now and December 2018, and it typically takes 5 – 8 business days from us receiving the first draft of the completed template to the job being posted.

You can find more information about each of the attached document at the end of this email. If you have any questions regarding the documents or the process, please don't hesitate to let us know.

If you would like to see an example of a real job that is currently being advertised on Talent Cloud, please visit: <https://talent.canada.ca/en/jobs>

Best,  
Rosita @ Talent Cloud

- Poster template: this document has instructions to guide you in filling out the job poster template.
- Poster template – no instructions: this is the document you can use to draft the job poster (you only need to complete the template in the official language of your choice – the Talent Cloud team will take care of translation once it's finalized).
- Skills Taxonomy: a document with definitions for each skill that have been used in Talent Cloud job posters so far. If there are skills that you require for your job posting, please feel free to use the existing definition. As the skills taxonomy is an evergreen document, if you would like to use a different definition for any of the skills, or if there are skills that are not currently on the list, please share them with us and we'll add them to the taxonomy.

- **Skills Assessment Framework:** as Talent Cloud is testing a new credential recognition methodology, this document provides specific definitions to help you determine the type of skills, the level, and the evidence you require from candidates, as you prepare the essential and asset criteria.
- **Manager profile template:** this will let job candidates know more about you as the hiring manager. All questions in this template are optional.



## Talent Cloud Job Poster – Template (with instructions)

### **Job details:**

Title:

Location of work:

Classification:

Remote work allowed: Choose an item.

Level:

Flex hours allowed: Choose an item.

Salary:

Telework allowed: Choose an item.

Duration: \_\_\_\_ (term)

Security level:

Target Start: (month, year)

Language level:

### **Restrict application numbers?**

Talent Cloud allows managers to restrict the number of applications they receive. Let us know the optimal number of applications you'd like to review to begin with, and then how many you're hoping to bring forward to the second round of interviews/evaluations. We can work with you to develop the right screening approach.

### **General advice:**

This model is designed to help you think through what you need in a logical progression, so try to complete sections in the order presented.

When completing paragraph sections, aim for 3-4 short sentences in plain, non-government language. Try for a casual, frank, friendly tone.

Remember, if your paragraphs are too long or overly bureaucratic, people won't read them and likely won't apply. So leave government-speak, flavour-of-the-month buzz words and acronyms behind. Applicants don't respond well to these. We know. We tested ☺ (Some applicants responded so negatively to government-speak in user testing that they decided not to apply for jobs they had otherwise decided to apply for.)

**Impact:**

*Team mandate – Write a few sentences here to describe the value your team/service/initiative brings to Canadians. It doesn't matter if your work is direct to citizens or back office, innovative or maintenance, top priority or ongoing. Describe to someone who knows nothing about your work how it contributes to making Canada better.*

•

*Your (applicant's) role – Now include a few short sentences on what the new team member (applicant) will contribute in this role. Focus on the value they'll bring, not on specific tasks. (Key tasks are in the next section, so try to avoid duplication.) For example, "In this role, you will be contributing to..." or "As a member of this team, you'll be responsible for helping us..."*

•

### Key Tasks:

Brainstorm a list of key tasks that applicants will be responsible for. What will they be delivering? What will they spend their time on?

Aim for 4-8 statements that cover what you want them to accomplish or work on during their time with your team. Statements should be short, but provide some context detail. Try to avoid being too concise or too detailed. For example,

- X Report writing
- ✓ Writing reports to share the results of public engagement exercises conducted by your colleagues
- X Providing detailed and well written reports of between 8 and 10 pages that reflect the ongoing priorities of the department in conjunction with the results of public engagement sessions undertaken by the team over the period prior to and during your work tenure.

### List 4-8 key tasks (more if they are really relevant)

- 
- 
- 
- 
- 
-

Next, go through the key tasks ***one at a time*** and identify the skills needed to accomplish each one. This could be hard or soft skills or knowledge.

You will likely have a few skills per task to begin with, but as you go through the list, you may notice duplication (e.g. the skills for Task 1 also cover the skills needed for Tasks 4 and 5). Don't include any duplicate skills.

Copy each task into the table below so that it's easy for you to refer to, and then complete the remaining fields.

Refer to the **Talent Cloud Skills Assessment Framework** to determine the level appropriate for each hard or soft skill.

You can, in some cases, list a skill as Essential and then ask for a higher level as an Asset. An example has been provided below.

Example:

Key Task	Skill	Essential or Asset	Level Required	Definition (optional)
<ul style="list-style-type: none"><li>Help deploy our PHP (Laravel) web application onto TBS cloud servers</li></ul>	Linux	Essential	Intermediate	Working in Linux and configuring applications in Linux based environments
<ul style="list-style-type: none"><li>Same as above</li></ul>	Linux	Asset	Advanced	Working in Linux and configuring applications in Linux based environments
<ul style="list-style-type: none"><li>Same as above</li></ul>	Web Server Administration			Setting up and administering web servers

See next page for your blank template. ☺

Aim for no more than 12.

6-8 is the recommended number of total criteria.

Key Task	Skill	Essential or Asset	Level Required	Definition (optional)

## Work Environment and Team Culture

(This section is optional to complete, but highly recommended. It can usually be reused for multiple job applications.)

Applicants care a lot about the team's they'll be working on and the environment they'll be working in. Sharing information about these things can help applicants determine if they'll be a good fit, and can reduce the number of "wishful thinking" applications that can slow down the screening process.

Information provided here can also be used to improve the soft skills side of the "fit to team" equation. (We'll explain after you complete the exercise.)

**About** – *This section is where you can share a little about the physical environment and the technology use by your team. For example, some people highlight that they are in open-concept spaces or the office has lots of windows and natural light. Others describe the amenities of the city they're in. If your team is using advanced tech for government that isn't too far behind industry standards, here's a good place to share (e.g. access to Slack, GitHub, Google drive, Canva, Prezi, Trello.)*

*Don't oversell it – honesty is a critical part of making a good job match between you and an applicant. (And don't say Workplace 2.0 – applicants won't understand this term ☺)*

•

**Our Operating Context** – *Share a bit about the conditions under which the work will take place. For example, you can describe if the work is high priority so deadlines will be tight and there will be a lot of involvement from senior management. Or you can talk about how the work is steady, so everyone goes home by 4:30pm and no one needs to work overtime.*

•

**What We Value** – *Does your team care a lot about anything in particular? Highly collaborative? Proud of the team's record of results? Strong commitment to mental wellness? Actively involved in advancing diversity and inclusion? LGBTQ2+ champions? Here's a chance to let applicants know about the culture of the team they'll potentially be joining. (Note: avoid sharing any sensitive personal information.)*

- 

**How We Work** – *Is your team well organized? Chaotic but productive? Collaborative in its delivery model? Here's a chance to give an applicant a sense of the day to day culture of how you accomplish the tasks your team delivers.*

- 

**Last Task!**

One final chance to add a few things to the Essential and Asset list of selection criteria.

Read through what you've written about the operating context, team values and team work model. Does anything jump out? For example, if you've said the team is highly collaborative or the project you're building is very innovative, do you want to add these as selection criteria?

Avoid the temptation of adding things just because there are lots of awesome personality attributes a person could have. Remember, you have to screen each of these.

Try asking, if a person didn't have this attribute, would they still successfully be able to deliver the project or work well on the team?

Example:

Situation/Context	Skill	Essential or Asset	Level Required	Definition (optional)
<ul style="list-style-type: none"><li>Fast paced environment; innovative project working with unknowns</li></ul>	Ability to learn	Essential	Moderately in evidence	Ability to rapidly pick up new skills and competencies, and apply them in a work situation. Ability to apply curiosity and cognitive abilities to find new approaches to advancing work when existing skill sets are insufficient.

<ul style="list-style-type: none"><li>• Team regularly allows telework, flex work and self-directed learning time for special projects</li></ul>	Integrity	Essential	Strongly in evidence	Treating all those in the work environment with fairness, courtesy and respect for differences; performing the job in a manner that upholds the public trust and values co-workers.
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**Remember: you're aiming for no more than 12 criteria overall** (but you always have the choice to apply more).

Adding some here may mean you need to trim down your original list above, so take time to refresh your memory about what you've already decided to ask for in an applicant.

Situation/Context	Skill	Essential or Asset	Level Required	Definition (optional)
•				
•				

**You're done!**

Talent Cloud will review your content, put it into poster format and share this back to you with comments.

After managers have a chance to see the Talent Cloud comments and make any final revisions, the poster will go to the assigned departmental HR Superuser for review. Talent Cloud will coordinate this step.

If all is well, Talent Cloud will take care of translation and work with the PSC and the HR Superuser to get priority clearance and put the poster up live.

Let us know if you have any comments to share about the process so far ☺

Huge thank you from the Talent Cloud team.

Comments on the process so far (optional)

-

**Pages 236 to / à 262**

**are duplicates**

**sont des duplicatas**

Hard/Soft Skills	Skills Name (EN)	Definition (EN)	Skills Name (FR)	Definition (FR)
hard	Front-end development		Développement frontal	Se définissant comme suit : Développement d'applications Web à l'aide de HTML5, CSS3 et JavaScript.
hard	Web programming	Developing web applications using Javascript and a server side language such as PHP, Python or other	Programming Web	Se définissant comme suit : Développement d'applications Web à l'aide de JavaScript et un langage finaux comme PHP, Python ou autre
hard	Web Server Administration	Defined as: Setting up and administering web servers	Administration de serveurs Web	Se définissant comme suit : Configuration et administration de serveurs Web.
hard	Linux	Defined as: Working in Linux and configuring applications in Linux based environments	Linux	Se définissant comme suit : Expérience de travail de Linux et de la configuration d'applications dans des environnements basés sur Linux.
hard	CSS	Stands for Cascading Style Sheets, and is defined as: building web pages with HTML and CSS methodologies with a focus on presentation, optimization, and style.	CSS	Désigne les feuilles de style en cascade et est défini comme suit: Construction de pages Web avec des méthodologies HTML et CSS mettant l'accent sur la présentation, l'optimisation et le style.
hard	Javascript	Defined as: A cross platform, object oriented scripting language for online, and web application development.	Javascript	Définit comme: langage de script multi-plateformes et orienté objet pour le développement d'applications en ligne et Web
hard	C++	Defined As: A middle level object oriented programming language to develop low to high end software applications.	C++	Définit comme: langage de programmation orienté objet de niveau intermédiaire permettant de développer des applications logicielles de bas à haut niveau.
hard	SASS	Stands for Syntactically Awesome Style Sheets and is defined as: a preprocessor scripting, stylesheet language that is interpreted or compiled into CSS for web development.	SAS	Signifie « Syntactically Awesome Style Sheets » et se définit comme: un script de préprocesseur, langage de feuille de style interprété ou compilé en CSS pour le développement Web.
hard	Python	Defined as: An interpreted, object oriented, and high level programming language that is flexibly used to accomplish various programming objectives.	Python	Définit comme: un langage de programmation interprété, orienté objet et de haut niveau, utilisé avec souplesse pour atteindre divers objectifs de programmation.
hard	PHP	Defined as: A programming language used for developing and executing web application code that processed on the server side.	PHP	Définit comme: langage de programmation utilisé pour développer et exécuter le code d'application Web traité du côté serveur.
hard	Git	Defined as: A version control system used for tracking changes in files and coordinating work on projects involving multiple users.	Git	Définit comme: un système de contrôle de version utilisé pour suivre les modifications dans les fichiers et coordonner le travail sur des projets impliquant plusieurs utilisateurs.
hard	Docker	Defined as: A safe virtual environment to create, edit, and freely develop projects on.	Docker	Définit comme: Un environnement virtuel sécurisé pour créer, éditer et développer librement des projets.
hard	HTML	Stands for Hypertext Markup Language, which entails working with a markup language to build the framework and essential blocks of a webpage.	HTML	Signifie « Hyper-Text-Mark Up-Language », qui implique de travailler avec un langage de balisage pour construire le cadre et les blocs essentiels d'une page Web.
hard	SQL	Stands for Structured Query Language, and is used in database programming, to manage, query, update, and govern databases and information banks.	SQL	Signifie « Structured Query Language » et est utilisé dans la programmation de bases de données pour générer, interroger, mettre à jour et gérer les bases de données et les banques d'informations.
hard	Open Source Development	Defined as: Developing applications using open source tools and languages	Développement de sources ouvertes	Se définissant comme suit : Développement d'applications à l'aide d'outils et de langages à source ouverte.
hard	Verbal Communication	Defined as: Ability to share concepts, coordinate work and advance goals through discussion. Ability to deliver messages with clarity. Ability to listen well and translate what is heard into meaningful next steps.	Communication verbale	Se définissant comme suit : Capacité de partager des concepts, de coordonner le travail et de faire progresser les objectifs au moyen de la discussion. Capacité de livrer des messages clairs. Capacité de bien écouter et de traduire ce qui est entendu en étapes suivantes déterminantes.
hard	Written Communication	Defined as: Ability to craft ideas and discussions in a clear, logical written progression that allows readers to understand and use the concepts shared.	Communication écrite	Se définissant comme suit : Capacité d'articuler par écrit des idées et des discussions de manière progressive, claire et logique permettant aux lecteurs de comprendre et d'utiliser les concepts partagés.
hard	Ability to work on a distributed team	Defined as: Ability to communicate and deliver work in a way that engages team members in other locations. Ability to use online tools to collaborate with co-workers in other locations, including project management software, chat and video chat tools.	Capacité de travailler au sein d'une équipe divisée	Se définissant comme suit : Capacité de communiquer et de livrer le travail d'une manière qui mobilise les membres travaillant à d'autres endroits. Capacité d'utiliser des outils en ligne afin de collaborer avec des collègues travaillant à d'autres endroits, y compris des logiciels de gestion de projet, des outils de clavardage et de conversations vidéo.
hard	Management Ability	Defined as: Having been given responsibility for a team or initiative, demonstrating the ability to plan, organize, motivate and enable others, strategize, make decisions and collaborates in order to deliver	Compétences en gestion	Se définit comme suit : Être responsable d'une équipe ou d'une initiative; démontrer la capacité de planifier, organiser, élaborer des stratégies, prendre des décisions, motiver les autres et leur donner des possibilités, collaborer et bâtir des relations afin de répondre aux attentes.
hard	Project Management	Defined as: Ability to prioritize the most impactful changes, managing compelling priorities, advancing a continuous cycle of improvement	Gestion de projet	Se définit comme suit : Capacité à prioriser les changements ayant le plus d'incidence, à gérer des priorités concurrentes, à faire avancer un cycle continu d'amélioration
hard	Stakeholder Relations	Defined as: Ability to communicate clearly with stakeholders and negotiate outcomes in collaboration with partners, advancing common goals through collaboration and skilled communication	Relations avec les intervenants	Se définit comme suit : Capacité à communiquer clairement avec les intervenants et à négocier les résultats en collaboration avec les partenaires, en faisant progresser les objectifs communs par la collaboration et une communication habile
hard	.Net Programming	Defined as: Ability to program .Net applications using C#, C++, F# or Visual Basic	Programmation .Net	Se définit comme suit : Capacité de programmer des applications .Net à l'aide de C #, C ++, F # ou Visual Basic
hard	Geospatial programming	Defined as: Ability to design and build applications that handle, transform, use and display geospatial data.	Programmes géospatiaux	Se définit comme suit : Capacité à concevoir et à créer des applications qui traitent, transforment, utilisent et affichent des données géospatiales.
hard	Microsoft Dynamics	Defined as: Ability to use Microsoft Dynamics for enterprise resource planning and customer relationship management	Microsoft Dynamics	Se définit comme suit : Capacité à utiliser Microsoft Dynamics pour la planification des ressources d'entreprise et la gestion de la relation client

hard	Systems Thinking	Defined as: Ability to understand and analyze how disparate aspects of service integrate and impact each other and turn into a clear direction for the service	Pensée systémique	Se définit comme suit : Capacité à comprendre et à analyser la manière dont des aspects disparates d'un service s'intègrent et s'influencent, et les transformer en une orientation claire du service
hard	Web Information Architecture	Defined as: ability to redesign web architecture from an information management perspective (not coding)	Architecture d'information sur le Web	Se définit comme suit : Capacité à restructurer l'architecture Web du point de vue de la gestion de l'information (sans codage)
hard	Storytelling	Defined as: Ability to communicate progress, sharing success stories and lessons learned with diverse audiences and senior management in a clear, compelling manner	Communication narrative	Se définit comme suit : Capacité à communiquer les progrès, à communiquer des histoires de réussite et des leçons apprises avec divers publics et la haute direction, de manière claire et convaincante
hard	User-Centered Design	Defined as: Ability to apply user centred design techniques to: understand the user journey; develop and test new approaches to user-product interaction; and provide results that support an improved, intuitive, pleasant user experience	Conception centrée sur l'utilisateur	Se définit comme suit : Capacité à appliquer des techniques de conception centrées sur l'utilisateur pour : comprendre le parcours de l'utilisateur; développer et tester de nouvelles approches d'interaction utilisateur-produit; et produire des fonctionnalités qui prennent en charge une expérience utilisateur améliorée, intuitive et agréable
hard	Service Experience Design	Defined as: Planning and organizing people, infrastructure, communication and material components as a service in order to improve its quality and the interaction between the service provider and its user	Conception de l'expérience de service	Se définit comme suit : Planifier et organiser les personnes, l'infrastructure, la communication et les composants matériels d'un service afin d'améliorer sa qualité et l'interaction entre le fournisseur de service et ses utilisateurs
hard soft	Facilitation Ability to learn	Defined as: Ability to run a meeting or workshop in a manner that encourages full participation, promotes mutual understanding and cultivates shared responsibility Defined as: Ability to rapidly pick up new skills and competencies, and apply them in a work situation. Ability to apply curiosity and cognitive abilities to find new approaches to advancing work when existing skill sets are insufficient.	Facilitation Capacité d'apprendre	Se définit comme suit : Capacité de tenir une réunion ou un atelier d'une façon qui encourage l'entière participation, qui encourage de la compréhension mutuelle et qui cultive une responsabilité commune Se définit comme suit : Capacité d'acquies rapidement de nouvelles habiletés et compétences et de les utiliser en situation de travail. Capacité d'avoir recours à la curiosité et à ses capacités cognitives afin de découvrir de nouvelles approches destinées à faire progresser le travail lorsque les compétences existantes sont insuffisantes.
soft	Integrity	Defined as: Treating all those in the work environment with fairness, courtesy and respect for differences; performing the job in a manner that upholds the public trust and values co-workers.	Intégrité	Se définit comme suit : Capacité de traiter le personnel du milieu de travail avec équité, courtoisie et respect des différences et d'effectuer le travail de manière à maintenir la confiance du public et à respecter les valeurs de ses collègues.
soft	Ability to collaborate	Defined as: Ability to work with others to advance initiatives and build bridges within and across teams, generating mutual trust and respect.	Capacité de collaborer	Se définit comme suit : Capacité de travailler avec d'autres gens pour faire progresser les initiatives et créer des ponts au sein des équipes et entre celles-ci, générant ainsi une confiance et un respect mutuels.
soft	Initiative	Defined as: Willingness to take on responsibilities and going above and beyond to take on challenges.	Initiative	Se définit comme suit : Volonté d'assumer des responsabilités et aller au-delà de relever des défis.
soft	Humility	Defined as: Continuously demonstrated awareness that a person is only one among many; behaving in a way that creates space for others and makes others feel valued.	Humilité	Se définit comme suit : Constamment démontré qu'une personne n'est qu'une parmi tant d'autres; se comporter de manière à créer un espace pour les autres et à leur faire sentir qu'ils sont valorisés.
soft	Passion	Defined as: Ability to demonstrate conviction in the task, initiative or approach; bringing heart and inspiration to others.	Passion	Se définit comme suit : Capacité de faire preuve de conviction dans la tâche, l'initiative ou l'approche; apportant cœur et inspiration aux autres.
soft	Flexibility	Defined as: Being open to multiple perspectives when working interpersonally; demonstrating willingness to use a variety of approaches to advance initiatives and deliver work.	Flexibilité	Se définit comme suit : Être ouvert à de multiples points de vue lorsque vous travaillez de manière interpersonnelle; démontrer une volonté d'avoir recours à diverses approches pour faire avancer les initiatives et livrer son travail.
soft	Judgement	Defined as: Ability to make considered decisions or come to sensible conclusions.	Jugement	Se définit comme suit : Capacité de prendre des décisions réfléchies ou de tirer des conclusions raisonnables.
soft	Adaptability	Defined as: Being open to changing circumstances and considerable variety in the workplace.	Adaptabilité	Se définit comme suit : Être ouvert aux circonstances changeantes et à une variété considérable en milieu de travail.
soft	Accountability	Defined as: Taking responsibility for one's own actions and the actions of a group.	Responsabilité	Se définit comme suit : Assumer la responsabilité de ses propres actions et de celles d'un groupe.
soft	Attention to Detail	Defined as: Being careful about detail and thorough in completing work tasks. Ability to perceive pertinent detail in verbal or tabular material; to observe differences in copy, to proofread words and numbers, and to avoid perceptual errors in arithmetical computation.	Attention au détail	Se définit comme suit : Porter une attention aux détails et être minutieux dans l'exécution des tâches. Capacité de percevoir les détails pertinents dans des documents verbaux ou tabulaires; observer les différences entre les copies, réviser les mots et les nombres, et éviter les erreurs de perception dans le calcul arithmétique.
soft	Complex Problem solving	Defined as: Identifying problems and reviewing related information to develop and evaluate options and implement solutions.	Résolution complexe de problèmes	Se définit comme suit : Cerner les problèmes et examiner les informations connexes pour élaborer et évaluer les options et mettre en œuvre les solutions.
soft	Courage	Defined as: Pushing barriers, questioning the status quo, openness to change, and risk taking.	Courage	Se définit comme suit : Aller au-delà des obstacles, remettre en question le statu quo, ouverture au changement et prise de risques.
soft	Originality	Defined as: The ability to come up with unusual or clever ideas about a given topic or situation, or to develop creative ways to solve a problem.	Originalité	Se définit comme suit : La capacité de proposer des idées inhabituelles ou intelligentes sur un sujet ou une situation donnée, ou de développer des méthodes créatives pour résoudre un problème.
soft	Critical Thinking	Defined as: Using logic and reasoning to identify the strengths and weaknesses of alternative solutions, conclusions or approaches to problems.	Pensée critique	Se définit comme suit : Utiliser la logique et le raisonnement pour cerner les forces et les faiblesses des solutions, des conclusions ou des approches des problèmes alternatifs.
soft soft	Curiosity Dependability	Defined as: The desire to explore multiple possibilities. Defined as: Being reliable, responsible and fulfilling obligations; demonstrated by being good at estimating timelines, clear on what you can deliver, ensuring things get done, and communicating in advance when there are issues or delays	Curiosité Fiabilité	Se définit comme suit : Le désir d'explorer de multiples possibilités. Se définit comme suit : Être fiable, responsable et respecter ses obligations; ces qualités sont démontrées en ayant de bonnes compétences à prévoir les échéanciers, savoir ce que vous pouvez livrer, veiller à ce que tout soit fait et communiquer à l'avance en cas de problèmes ou de retards.

soft	Ability to follow instructions	Defined as: Ability to "catch on" or understand instructions and underlying principles; to reason and make judgments and complete the task.	Capacité à suivre les instructions	Se définit comme suit : Capacité de « comprendre » les instructions et les principes sous-jacents; pour raisonner et porter des jugements, et parachever la tâche.
soft	Initiative	Defined as: Willingness to take on responsibilities and going above and beyond to take on challenges.	Initiative	Se définit comme suit : Volonté d'assumer des responsabilités et aller au-delà du nécessaire pour relever des défis.
soft	Judgement	Defined as: Ability to make considered decisions and come to sensible conclusions that respect the perspectives of all parties involved.	Jugement	Se définit comme suit : Capacité de prendre des décisions réfléchies et de tirer des conclusions raisonnables qui respectent les perspectives de toutes les parties concernées.
soft	Originality	Defined as: The ability to come up with unusual or clever ideas about a given topic or situation, or to develop creative ways to solve a problem.	Originalité	Se définit comme suit : La capacité de proposer des idées inhabituelles ou créatives pour résoudre un problème.
soft	Persistence	Defined as: Conscientiously working towards an outcome and not giving up despite obstacles.	Persistence	Se définit comme suit : Conscientement travailler pour en arriver à un résultat et ne pas abandonner malgré les obstacles.
soft	Resilience	Defined as: Ability to recover from difficulties or change – to function as well as before and then move forward. It is often referred to as the ability to 'bounce back' from difficulties or challenges. The perseverance to deal with resistance.	Résistance	Se définit comme suit : Capacité de se remettre de difficultés ou de changer – pour fonctionner aussi bien qu'avant et ensuite aller de l'avant. On parle souvent d'une capacité de « rebondir » face aux difficultés ou aux défis. Avoir la persévérance nécessaire pour faire face à la résistance.
soft	Service Orientation	Defined as: Actively looking for ways to help people.	Orientation de service	Se définit comme suit : Chercher activement des moyens d'aider les gens.
soft	Social Perceptiveness	Defined as: Being aware of others' reactions and understanding why they react as they do.	Perceptivité sociale	Se définit comme suit : Être conscient des réactions des autres et comprendre pourquoi ils réagissent comme ils le font.
soft	Stress Management	Defined as: Controlling stress level and preventing unproductive distress, in order to improve/maintain functioning; being conscientious about impact of one's own stress level on others.	La gestion du stress	Se définit comme suit : Contrôler le niveau de stress et prévenir l'andété non productive, afin d'améliorer/maintenir le fonctionnement; être conscient de l'incidence de son propre niveau de stress sur les autres.
soft	Stress Tolerance	Defined as: Dealing calmly and effectively with situations and people despite repeated exposure to high stress environments.	Tolérance au stress	Se définit comme suit : Gérer calmement et efficacement les situations et les personnes malgré une exposition répétitive à des environnements très stressants.
soft	Time Management	Defined as: Managing one's own time and the time of others effectively in order to deliver on commitments.	Gestion du temps	Se définit comme suit : Gérer son propre temps et celui des autres de manière efficace afin de respecter ses engagements.
soft	Willingness to learn	Defined as: Seeking opportunities and taking the initiative to continuously develop.	Envie d'apprendre	Se définit comme suit : Chercher des occasions et prendre l'initiative de se perfectionner de façon continue.

## **Tremblay, Julien**

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**De:** Talent Cloud-nuage de talents <Talent.Cloud-nuage.de.talents@tbs-sct.gc.ca>  
**Envoyé:** 1 novembre 2018 17:28  
**À:** Tremblay, Julien; de Jesus, Luiz  
**Cc:** Talent Cloud-nuage de talents; Dubois, Christophe  
**Objet:** RE: Talent Cloud follow-up

Thanks Julien!

Luiz, please let us know if you are interested in participating in Talent Cloud. We'd be happy to share more information.

Best,  
Rosita @ Talent Cloud

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**From:** Tremblay, Julien [mailto:Julien.Tremblay@dfo-mpo.gc.ca]  
**Sent:** November 1, 2018 1:38 PM  
**To:** Talent Cloud-nuage de talents <Talent.Cloud-nuage.de.talents@tbs-sct.gc.ca>; Dubois, Christophe: DFO.MPO <christophe.dubois@dfo-mpo.gc.ca>; Frost, Andrew: DFO.MPO <Andrew.Frost@dfo-mpo.gc.ca>; Landry, Luc <Luc.Landry@dfo-mpo.gc.ca>; de Jesus, Luiz <Luiz.deJesus@dfo-mpo.gc.ca>  
**Subject:** RE: Talent Cloud follow-up

| Rosita,

Luiz might be interested in the Term possibilities for his group.

Julien Tremblay

Manager, Corporate Solutions | Gestionnaire des solutions corporatives  
Fisheries Management and Corporate Solutions | Solutions pour la Gestion des pêches et le corporatif  
Fisheries and Oceans Canada | Pêches et Océans Canada  
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[Julien.Tremblay@dfo-mpo.gc.ca](mailto:Julien.Tremblay@dfo-mpo.gc.ca)  
Telephone | Téléphone: 613-608-2605

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**De :** Talent Cloud-nuage de talents <[Talent.Cloud-nuage.de.talents@tbs-sct.gc.ca](mailto:Talent.Cloud-nuage.de.talents@tbs-sct.gc.ca)>  
**Envoyé :** 31 octobre 2018 15:19  
**À :** Dubois, Christophe <[Christophe.Dubois@dfo-mpo.gc.ca](mailto:Christophe.Dubois@dfo-mpo.gc.ca)>; Tremblay, Julien <[Julien.Tremblay@dfo-mpo.gc.ca](mailto:Julien.Tremblay@dfo-mpo.gc.ca)>; Frost, Andrew <[Andrew.Frost@dfo-mpo.gc.ca](mailto:Andrew.Frost@dfo-mpo.gc.ca)>; Landry, Luc <[Luc.Landry@dfo-mpo.gc.ca](mailto:Luc.Landry@dfo-mpo.gc.ca)>  
**Cc :** Talent Cloud-nuage de talents <[Talent.Cloud-nuage.de.talents@tbs-sct.gc.ca](mailto:Talent.Cloud-nuage.de.talents@tbs-sct.gc.ca)>  
**Objet :** Talent Cloud follow-up

Good afternoon,

This is a follow-up to the Talent Cloud manager training session.

lien was the only manager who attended the optional session on Oct 25. Upon learning more about Talent Cloud, however, it was indicated that this pilot may not be suitable for his team's current staffing needs.

If Andrew and Luc are still interested in participating in Talent Cloud, please complete the attached job poster template (and the optional manager profile template). There is no specific deadline for the completion of the templates.

However, please note that the first round of hiring takes place between now and December 2018, and it typically takes 5 – 8 business days from us receiving the first draft of the completed template to the job being posted.

You can find more information about each of the attached document at the end of this email. If you have any questions regarding the documents or the process, please don't hesitate to let us know.

If you would like to see an example of a real job that is currently being advertised on Talent Cloud, please visit:

<https://talent.canada.ca/en/jobs>

Best,  
Rosita @ Talent Cloud

- **Poster template:** this document is has instructions to guide you in filling out the job poster template.
- **Poster template – no instructions:** this is the document you can use to draft the job poster (you only need to complete the template in the official language of your choice – the Talent Cloud team will take care of translation once it's finalized).
- **Skills Taxonomy:** a document with definitions for each skill that have been used in Talent Cloud job posters so far. If there are skills that you require for your job posting, please feel free to use the existing definition. As the skills taxonomy is an evergreen document, if you would like to use a different definition for any of the skills, or if there are skills that are not currently on the list, please share them with us and we'll add them to the taxonomy.
- **Skills Assessment Framework:** as Talent Cloud is testing a new credential recognition methodology, this document provides specific definitions to help you determine the type of skills, the level, and the evidence you require from candidates, as you prepare the essential and asset criteria.
- **Manager profile template:** this will let job candidates know more about you as the hiring manager. All questions in this template are optional.



**Sabourin, Darlene**

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**From:** Sabourin, Darlene  
**Sent:** Thursday, November 1, 2018 3:01 PM  
**To:** Dagenais, Martin  
**Cc:** MacDonald, Jann; Graham, Richard; Ben Essalah, Hachem; Jorgensen, Jennifer; Husainy, Syed; Cormier, Gabriel; Bergeron, Pamela  
**Subject:** RE: \*\*SUBMISSION\*\* BF Oct 29: New Tasking//2018-009-00660//SN for DM Phone discussion with Alex Benay, Chief Information Advisor  
**Attachments:** Scenario\_Note-CIO\_GOV\_OF\_CANADA-2018-11-02 v2 - DMO edits (clean) - IM&TS Reviewed.docx

Hello – we have reviewed the attached document and have a few minor edits proposed – pls see the attached version which was updated with track changes. We have reviewed the entire document; however, IM&TS is not the SME regarding the first item: “ NEXT-GEN PAY AND DFO-COAST GUARD” as information for this item was provided by Sylvie Jalbert.

Darlene Sabourin  
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 Business Management, Integration and Engagement  
 Information Management and Technology Services (IM&TS)  
 Fisheries and Oceans Canada  
[darlene.sabourin@dfo-mpo.gc.ca](mailto:darlene.sabourin@dfo-mpo.gc.ca)  
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[http://www.gclopedia.gc.ca/wiki/DFOMPO\\_IMTSGIST](http://www.gclopedia.gc.ca/wiki/DFOMPO_IMTSGIST)

Directrice, Planification GI/TI  
 Gestion d'affaires, intégration et engagement  
 Gestion de l'information et services de la technologie (GI&ST)  
 Pêches et Océans Canada  
[darlene.sabourin@dfo-mpo.gc.ca](mailto:darlene.sabourin@dfo-mpo.gc.ca)  
 Tél: 613-998-9902 / [REDACTED]

[http://www.gclopedia.gc.ca/wiki/DFOMPO\\_IMTSGIST?lang=fr](http://www.gclopedia.gc.ca/wiki/DFOMPO_IMTSGIST?lang=fr)

**From:** Dagenais, Martin  
**Sent:** Thursday, November 1, 2018 1:27 PM  
**To:** Sabourin, Darlene <Darlene.Sabourin@dfo-mpo.gc.ca>  
**Cc:** MacDonald, Jann <Jann.MacDonald@dfo-mpo.gc.ca>; Graham, Richard <Richard.Graham@dfo-mpo.gc.ca>; Ben Essalah, Hachem <Hachem.BenEssalah@dfo-mpo.gc.ca>; Jorgensen, Jennifer <Jennifer.Jorgensen@dfo-mpo.gc.ca>; Husainy, Syed <Syed.Husainy@dfo-mpo.gc.ca>; Cormier, Gabriel <Gabriel.Cormier@dfo-mpo.gc.ca>; Bergeron, Pamela <Pamella.Bergeron@dfo-mpo.gc.ca>; Dagenais, Martin <Martin.Dagenais@dfo-mpo.gc.ca>  
**Subject:** FW: \*\*SUBMISSION\*\* BF Oct 29: New Tasking//2018-009-00660//SN for DM Phone discussion with Alex Benay, Chief Information Advisor  
**Importance:** High

Hi Darlene,

Please see comments below from DMO and review the SN (attached) to ensure that it still captures everything.

Note the DMO BF of COB today.

Thanks

**Martin Dagenais**

613-991-3510

---

**From:** Barker, Tyler  
**Sent:** November-01-18 1:08 PM  
**To:** Cormier, Gabriel; Husainy, Syed; Jorgensen, Jennifer; Dagenais, Martin; Bergeron, Pamella  
**Cc:** XNCR-Grp, DMO Correspondence & Briefing Unit  
**Subject:** RE: \*\*SUBMISSION\*\* BF Oct 29: New Tasking//2018-009-00660//SN for DM Phone discussion with Alex Benay, Chief Information Advisor  
**Importance:** High

Hi HRCS,

I have made a number of edits to the attached, so I'm sharing a clean version that is easier to read.

I recognize this is a bit of an ambiguous meeting as we have no set agenda. A lot of really good work has been put in to this to identify topics of interest to both the DM and the GC CIO, so thank you and to the SMEs who have inputted to this.

The original note was 6 pages. Currently this is down to 4 pages. We need to do our best to keep SNs to 3 pages. For this time, 4 pages will be ok as we are in a tight turnaround mode. I've moved the format to be closer to what we have sent forward recently: a brief synopsis of current state of play, followed by key speaking/intervention points for the DM. The detail provided originally shaped the edits, so I'm hoping I have captured that.

Can you please have this reviewed and approved by **COB today** (4 pm)? It needs to get into the DM's binder for tomorrow.

Call me if you need to chat.

Thanks,  
Tyler

PS: To DMO team: this word version is saved in our shared drives. I moved quickly on this one since the meeting is tomorrow.

---

**From:** Cormier, Gabriel  
**Sent:** October 31, 2018 1:10 PM  
**To:** XNCR-Grp, DMO Correspondence & Briefing Unit <[DMO.CBUnit@dfo-mpo.gc.ca](mailto:DMO.CBUnit@dfo-mpo.gc.ca)>  
**Cc:** Husainy, Syed <[Syed.Husainy@dfo-mpo.gc.ca](mailto:Syed.Husainy@dfo-mpo.gc.ca)>; Jorgensen, Jennifer <[Jennifer.Jorgensen@dfo-mpo.gc.ca](mailto:Jennifer.Jorgensen@dfo-mpo.gc.ca)>; Dagenais, Martin <[Martin.Dagenais@dfo-mpo.gc.ca](mailto:Martin.Dagenais@dfo-mpo.gc.ca)>; Bergeron, Pamella <[Pamella.Bergeron@dfo-mpo.gc.ca](mailto:Pamella.Bergeron@dfo-mpo.gc.ca)>; Barker, Tyler <[Tyler.Barker@dfo-mpo.gc.ca](mailto:Tyler.Barker@dfo-mpo.gc.ca)>  
**Subject:** \*\*SUBMISSION\*\* BF Oct 29: New Tasking//2018-009-00660//SN for DM Phone discussion with Alex Benay, Chief Information Advisor

**\*\*FOR SUBMISSION\*\***

Good afternoon DMO,

Please find attached the SN for the Phone discussion between the DM and Alex Benay approved by the ADM of HRCS along with a working word version.

Thank you,

Gabriel Cormier

---

**From:** Perrier, Guillaume  
**Sent:** October-24-18 12:05 PM  
**To:** Bergeron, Pamela; Berry, Anne; Cormier, Gabriel; Dagenais, Martin; Husainy, Syed; Jorgensen, Jennifer  
**Cc:** XNCR-Grp, DMO Correspondence & Briefing Unit  
**Subject:** New Tasking//2018-009-00660//SN for DM Phone discussion with Alex Benay, Chief Information Advisor

Good Afternoon HRCS,

Please process the following docket:

**Title:** Phone discussion with Alex Benay, Chief Information Advisor  
**Deliverable:** Scenario Note for DM  
**Lead:** HRCS  
**Input:**  
**GCCMS #:** 2018-009-00660  
**in DMO: October 31<sup>st</sup> 2018.**

**Instructions / Supplementary Information:** Please prepare a SN for the DM for a 30 min discussion she will be having with Alex Benay. We have reached out to his office requesting topics, but have been unsuccessful. Please ensure HRCS reaches out to Mr. Benay's office to inquire about potential topics. SN should be concise as the meeting is only 30 mins.

\*\*\*\*\*

If you require an extension or clarification after consulting with your Group's program(s) and/or manager, please email [DMO.CBUnit@dfo-mpo.gc.ca](mailto:DMO.CBUnit@dfo-mpo.gc.ca)

\*\*\*\*\*

**Guillaume Perrier**  
Correspondence Officer | Agent de correspondance  
Deputy Minister's Office | Cabinet de la sous-ministre  
200 Kent Street, Ottawa, Ontario, K1A 0E6  
Tel: (613) 993-0678  
Email: [Guillaume.perrier@dfo-mpo.gc.ca](mailto:Guillaume.perrier@dfo-mpo.gc.ca)  
<(((°> <(((°> <(((°> <(((°> <(((°> <(((°> <(((°> <(((°>

---

**From:** Hirani, Samia  
**Sent:** October-24-18 11:17 AM  
**To:** XNCR-Grp, DMO Correspondence & Briefing Unit  
**Subject:** new tasking

Please task :

**Title:** Phone discussion with Alex Benay, Chief Information Advisor

**Deliverable:** Scenario Note for DM

**Lead:** HRCS

**Input:**

**BF in DMO:** October 31, 2018

**Instructions / Supplementary Information:** Please prepare a SN for the DM for a 30 min discussion she will be having with Alex Benay. We have reached out to his office requesting topics, but have been unsuccessful. Please ensure HRCS reaches out to Mr. Benay's office to inquire about potential topics. SN should be concise as the meeting is only 30 mins.

---

-----Original Appointment-----

**From:** [Jennifer.Conway@tbs-sct.gc.ca](mailto:Jennifer.Conway@tbs-sct.gc.ca) [<mailto:Jennifer.Conway@tbs-sct.gc.ca>] **On Behalf Of** Benay, Alex

**Sent:** October-24-18 10:01 AM

**To:** Benay, Alex; Blewett, Catherine

**Subject:** Phone discussion between Catherine Blewett and Alex Benay

**When:** November-02-18 4:00 PM-4:30 PM (UTC-05:00) Eastern Time (US & Canada).

**Where:** Alex to call 613-993-2200



Approved by (insert name)

Docket #: 2018-009-00660

Security Classification: UNCLASSIFIED

## **SCENARIO NOTE FOR THE DEPUTY MINISTER**

### **MEETING WITH THE CHIEF INFORMATION OFFICER OF CANADA**

#### **Date and Location of Meeting**

You are meeting with Alex Benay, the Government of Canada Chief Information Officer (GC CIO), on Friday, November 2, 2018, from 4:00 p.m. to 4:30 p.m. by telephone. This meeting is at the request of Mr. Benay. No agenda has been proposed. A number of topics Mr. Benay may wish to discuss are outlined in this note.

#### **ITEMS OF INTEREST TO THE GC CIO**

##### **NEXT-GEN PAY AND DFO-COAST GUARD**

The Government committed \$16 million over two years in Budget 2018 to explore options to replace the Phoenix pay system. DFO-Coast Guard are working closely with Treasury Board Secretariat (TBS) to identify business requirements for the Next-Gen system to support the Department's diverse workforce, including participating in recent workshops in Dartmouth, Ottawa, and Vancouver in September and October. DFO-Coast Guard operational and seagoing personnel have been disproportionately impacted by Phoenix challenges. Working in an operational environment, it is not always possible for staff to plan ahead to complete necessary HR paperwork or system entries, creating additional burdens and impacts on DFO-Coast Guard staff.

#### **Key Points to Register**

The new system must:

- Look at the Department's requirements holistically, including accommodating just-in-time and late HR/Pay transactions, business rules and functionality align with Collective Agreements, and that it does not create unnecessary work for Departments to validate Pay Centre interventions.
- Embed secure "cloud" and "app" functionality into technical tools and requirements, and ensuring that for non-connected employees (remote locations and at sea, unable to connect to the IT Networks), enabling Timekeeper access on behalf of employees and managers.
- Ensuring things like multiple same-day pay rates, codes and schedules, tax and pension implications are all tested before launch, and are operable before we proceed.

DFO-Coast Guard Perspectives:

- 100 % of Coast Guard seagoing personnel have persistent pay problems that are beyond their control. We will support in any way possible efforts to build the Next Generation

pay system. Subject matter experts in the Department have the ability to test extensively and sign-off on functionally before “going live”.

- Our Pay Stabilization Team is preparing an extensive list to highlight areas that must be improved upon in the new system. I would be happy to share this with you once it is completed.
- We appreciate that this project is no easy task, and I am pleased to see that early engagement with departments is taking place and that work is already underway.
- Do not hesitate to call on us for any assistance you may need

### **LAUNCH OF IT PLANNING CYCLE FOR 2019/20**

The Government of Canada IT Planning cycle was launched in September, at the Deputy Minister Committee on Enterprise Priorities and Planning (DM-CEPP). The Plan identifies IM/IT priorities for the next 1-3 years for both the CIO and the Department. TBS leads the coordination of plans across Government, with DM sign-off required on a list of projects (November 15) and formal final plan (End of Fiscal Year). DFO-Coast Guard's list of projects was endorsed by the departmental National Informatics Advisory Committee (NIAC) on October 1, 2018, and was ~~presented~~ endorsed at the October 22, 2018, Operations Committee meeting. This list includes 40 active IT projects, 66 new IT projects requested by program managers, as well as other operational activities to support program delivery.

#### **Key Points to Register**

- DFO is committed to identifying departmental priorities early and leveraging this process to engage partners like Shared Services Canada (SSC) to advance our needs in alignment with GC enterprise-wide priorities.
- Government of Canada priorities do not always align with departmental program delivery priorities. How can the Department ensure that our high priority program delivery projects are reflected appropriately in the government-wide priorities?

### **DIGITALIZATION**

Chief Information Officer Branch (CIOB) is developing a digital strategy and supporting policy. Digital principles were developed and shared with departmental CIOs. DFO-Coast Guard Management team met with the government Chief Technology Officer (CTO) to discuss these principles and their implementation as well as the CIOB direction for Digitalization. A new Executive position has been created within DFO Information Management & Technology Services (IM&TS) to plan and lead the digitalization initiative.

#### **Key Points to Register**

- Our Departmental CIO continues to raise the importance of digitalization of DFO business processes within our organization across the country.
- My Department supports government direction on digitalization and would like to see TBS take a leadership role in developing digital literacy; both within the CIOs

organization and within programs, through the establishment of learning and development opportunities.

- DFO-Coast Guard is a large, complex, and regionally diverse department with many business lines and applications. Embracing and fully adopting the proposed Government of Canada Digital Standards will take time, collaboration, and engagement across the Department both in the regions and sectors. Adoption will require culture, business process, and IM/IT changes.
- As the Government embraces the shift to digital, what supports and training will be available to assist our existing employees in developing the required competencies and skill sets to ensure they are positioned for success?

## **CLOUD COMPUTING**

The Government of Canada has adopted a 'Cloud First' approach as the preferred environment solution for technology projects. SSC has established contracts for departments to leverage to obtain cloud services. DFO has established a team to support the "Cloud First" approach to respond to the demand from Sectors and Regions in a managed manner. With the current challenges in obtaining IT services from SSC, the Cloud represents a great alternative, especially since the majority of DFO data is not classified.

### **Key Points to Register**

- DFO supports the government direction for the Cloud and will make efficient use of SSC contracts. Similar to digitalization, there is a pressing need for IT skills development to help departmental staff acquire and develop the required competencies and skill sets.
- The Department has two major capital projects (Ecosystems and Fisheries Management System Integration (EFMSI) and Modernization of Ocean Data Integration Processes ({MODIP}) as well as three proof of concepts (Storage, High Performance Computing and one science application) being developed which leverage the Cloud.
- Cloud solutions will improve capacity for DFO to deliver projects by providing infrastructure on-demand. Currently, there are limitations to the Cloud as only unclassified data can be hosted in the Cloud.
- In order to enable and improve planning to move to the cloud and manage expectations of our programs, do we have a sense of when Protected B cloud storage will become available?

## **MOBILE APPLICATIONS**

DFO is introducing Mobile applications technologies which will be leveraged where appropriate and applicable.

### **Key Points to Register**

- We are currently leveraging Mobile applications to assist Conservation and Protection

Officers in enforcing their activities, promoting compliance, stewardship and sustainability of fisheries.

## **ATTRACTING NEW TALENT – GC TALENT CLOUD**

The GC Talent Cloud strives to be a digital repository of pre-qualified talented individuals that can be quickly engaged for project-based work within the Government of Canada. This initiative is being led by TBS with multiple signatory departments including DFO, and has strong union support. The first streams of positions to be included in the Talent Portal will be digital and technology-related, with hiring beginning in the fall. DFO IM&TS have three managers participating. The focus is on best fit and competencies, supporting faster staffing.

### **Key Points to Register**

- I am interested in how the Talent Cloud can enable DFO to quickly engage qualified resources as part of addressing the ~~challenge~~challenge of recruiting and retention of skilled staff, one of our corporate workforce risks.
- In the future, could the Talent Cloud portals focus on specific target groups? These can be leveraged by DFO to access qualified candidates in underrepresented groups (e.g. Indigenous peoples, women in technology).
- I understand TBS organized a recruitment event – ConneCSion – bringing together potential candidates and employers. Can you tell me a bit more about its success and how we can leverage this moving forward?

## **DATA MANAGEMENT**

The Department conducted a review of data quality which outlined recommendations for data management including enhancing data management practices and recognizing the importance of data as a Departmental asset. A Management Action Plan has been developed to implement the recommendations. This includes establishing a Data Governance Framework, engagement across the department to develop buy-in, and a roadmap to implement data governance across the Department.

### **Key Points to Register**

- Data is a critical departmental asset and supports DFO evidence-based decision-making.
- We are working to address recommendations made after an internal review of data quality, including establishing a Data Governance Framework.
- This will align DFO-Coast Guard with the Government of Canada Data Strategy Framework.
- We will ensure we engage with our staff across the country to implement this effectively.
- Are there any supports or expertise available from you to ensure we are hitting the right targets?





Fisheries and Oceans Canada  
Correspondence Routing Slip

Fiche d'acheminement de correspondance  
Pêches et Océans Canada

CLASSIFICATION  
GCCMS #:2018-009-00233  
EKME #: 3903525

To: Catherine Blewett  
Pour:

Date:

Object: **MEETING WITH THE CIO OF THE GOVERNMENT OF CANADA**  
Objet:

From / Hachem Ben Essalah, Chief Information Officer  
De:

Via: Dominic Laporte, ADM, Human Resources and Corporate Services

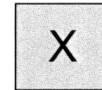
Additional approvals:  
Autre(s) approbation(s):



Material for the Minister  
Documents pour le Ministre



Your Signature  
Votre signature



Information

Screen:  
Filtre:

Remarks:  
Remarques:

Distribution:

Drafting Officer/  
Rédacteur:

Hachem Ben Essalah/613 993-2051

**Sioufi, Georges**

---

**From:** Dubois, Christophe  
**Sent:** Monday, November 19, 2018 1:47 PM  
**To:** Sabourin, Darlene  
**Subject:** FW: Talent Cloud Signatory Departments Advisory Committee Meeting / Réunion du Comité consultatif des ministères signataires au Nuage de talents  
**Attachments:** Talent Cloud Signatory Departments Advisory Committee Meeting Réunion ....ics

Hi Darlene,

In case you didn't get it from Rhonda or Elizabeth

Christophe

---

**From:** Talent Cloud-nuage de talents [mailto:Talent.Cloud-nuage.de.talents@tbs-sct.gc.ca]  
**Sent:** November-16-18 12:14 PM  
**To:** Young, Elizabeth <Elizabeth.Young@dfo-mpo.gc.ca>  
**Cc:** Hash, Rhonda <Rhonda.Hash@dfo-mpo.gc.ca>; Dubois, Christophe <Christophe.Dubois@dfo-mpo.gc.ca>; Talent Cloud-nuage de talents <Talent.Cloud-nuage.de.talents@tbs-sct.gc.ca>  
**Subject:** Talent Cloud Signatory Departments Advisory Committee Meeting / Réunion du Comité consultatif des ministères signataires au Nuage de talents

*(Le français suit)*

We would like to invite you to the Talent Cloud Signatory Departments Advisory Committee Meeting on **Friday, December 7, from 1:30 pm to 3:30 pm, at 90 Elgin.**

During this meeting, we will provide you with an update on Talent Cloud and the plan for January to March 2019. There'll also be opportunities to share feedback and lessons learned on the project thus far.

Attached please find the iCalendar invite for this meeting. We look forward to seeing you on December 7!

Regards,  
The Talent Cloud Team

\*\*\*\*\*

Nous aimerions vous inviter à la réunion du Comité consultatif des ministères signataires au Nuage de talents, qui aura lieu le **vendredi 7 décembre, de 13 h 30 à 15 h 30, au 90, rue Elgin.**

Au cours de cette réunion, nous vous présenterons ce qui est prévu pour les mois de janvier à mars 2019, en plus de vous fournir une mise à jour sur le Nuage de talents. Vous aurez également l'occasion d'échanger des commentaires et des leçons tirées du projet jusqu'à présent.

Vous trouverez ci-joint l'invitation à cette réunion dans iCalendar. Au plaisir de vous voir à la réunion du 7 décembre!

Cordiales salutations,

**ash, Rhonda**

---

**Subject:** Talent Cloud Signatory Departments Advisory Committee Meeting / Réunion du Comité consultatif des ministères signataires au Nuage de talents  
**Location:** 90 Elgin Street, Ottawa, ON  
**Start:** Fri 12/7/2018 1:30 PM  
**End:** Fri 12/7/2018 3:30 PM  
**Show Time As:** Tentative  
**Recurrence:** (none)  
**Meeting Status:** Not yet responded  
**Organizer:** Talent Cloud-nuage de talents

(Le français suit)

Thanks for confirming your attendance for the Talent Cloud DG Signatory Partners meeting on Friday, December 7, from 1:30 pm to 3:30 pm.

This meeting will take place on the 2nd floor at 90 Elgin Street, Ottawa. When you arrive, a team member will be at a booth beside the commissioner's desk to provide you with a security pass.

If you have trouble finding us, don't hesitate to contact Shelley at 613-295-9451.

We look forward to seeing you!

Regards,  
The Talent Cloud Team

\*\*\*\*\*

Merci d'avoir confirmé votre présence à la réunion du Comité consultatif des ministères signataires au Nuage de talents, qui aura lieu le vendredi 7 décembre, de 13 h 30 à 15 h 30.

Cette séance se tiendra au 2e étage du 90, rue Elgin, à Ottawa. Lorsque vous arriverez sur place, un membre de l'équipe vous attendra au kiosque à côté du bureau du commissaire pour vous remettre un laissez-passer de sécurité.

Si vous avez de la difficulté à nous trouver, n'hésitez pas à communiquer avec Shelley au 613-295-9451.

Au plaisir de vous y voir!

Cordiales salutations,  
L'équipe du Nuage de talents

**Coufi, Georges**

---

**From:** Talent Cloud-nuage de talents <Talent.Cloud-nuage.de.talents@tbs-sct.gc.ca>  
**Sent:** Tuesday, November 20, 2018 11:02 AM  
**To:** Dubois, Christophe; Talent Cloud-nuage de talents  
**Cc:** Sabourin, Darlene  
**Subject:** RE: Talent Cloud follow-up

Hi Christophe,

We'll follow-up with the managers directly and will cc you and Darlene in our emails.

Best,  
Rosita @ Talent Cloud

**From:** Dubois, Christophe [mailto:Christophe.Dubois@dfo-mpo.gc.ca]  
**Sent:** November 19, 2018 1:23 PM  
**To:** Talent Cloud-nuage de talents <Talent.Cloud-nuage.de.talents@tbs-sct.gc.ca>  
**Cc:** Sabourin, Darlene <Darlene.Sabourin@dfo-mpo.gc.ca>  
**Subject:** RE: Talent Cloud follow-up

Yes please, can you follow up directly with the Managers

Thanks  
Christophe

**From:** Talent Cloud-nuage de talents [mailto:Talent.Cloud-nuage.de.talents@tbs-sct.gc.ca]  
**Sent:** November-19-18 12:46 PM  
**To:** Dubois, Christophe <Christophe.Dubois@dfo-mpo.gc.ca>  
**Cc:** Talent Cloud-nuage de talents <Talent.Cloud-nuage.de.talents@tbs-sct.gc.ca>  
**Subject:** FW: Talent Cloud follow-up

Good afternoon Christophe,

This is to note that we haven't received any completed job poster templates from managers since we sent the email below. As it is the first step of getting job posters ready for Talent Cloud, please let us know if you would like us to follow-up with the managers directly or would you like to follow-up with them.

Many thanks,  
Rosita @ Talent Cloud

**From:** Talent Cloud-nuage de talents  
**Sent:** October 31, 2018 3:19 PM  
**To:** Dubois, Christophe: DFO.MPO <christophe.dubois@dfo-mpo.gc.ca>; Tremblay, Julien: DFO.MPO <Julien.Tremblay@dfo-mpo.gc.ca>; Frost, Andrew: DFO.MPO <Andrew.Frost@dfo-mpo.gc.ca>; Landry, Luc <uc.Landry@dfo-mpo.gc.ca>  
**Cc:** Talent Cloud-nuage de talents <Talent.Cloud-nuage.de.talents@tbs-sct.gc.ca>  
**Subject:** Talent Cloud follow-up

Good afternoon,

is a follow-up to the Talent Cloud manager training session.

Julien was the only manager who attended the optional session on Oct 25. Upon learning more about Talent Cloud, however, it was indicated that this pilot may not be suitable for his team's current staffing needs.

If Andrew and Luc are still interested in participating in Talent Cloud, please complete the attached job poster template (and the optional manager profile template). There is no specific deadline for the completion of the templates. However, please note that the first round of hiring takes place between now and December 2018, and it typically takes 5 – 8 business days from us receiving the first draft of the completed template to the job being posted.

You can find more information about each of the attached document at the end of this email. If you have any questions regarding the documents or the process, please don't hesitate to let us know.

If you would like to see an example of a real job that is currently being advertised on Talent Cloud, please visit:  
<https://talent.canada.ca/en/jobs>

Best,  
Rosita @ Talent Cloud

- Poster template: this document has instructions to guide you in filling out the job poster template.
- Poster template – no instructions: this is the document you can use to draft the job poster (you only need to complete the template in the official language of your choice – the Talent Cloud team will take care of translation once it's finalized).
- Skills Taxonomy: a document with definitions for each skill that have been used in Talent Cloud job posters so far. If there are skills that you require for your job posting, please feel free to use the existing definition. As the skills taxonomy is an evergreen document, if you would like to use a different definition for any of the skills, or if there are skills that are not currently on the list, please share them with us and we'll add them to the taxonomy.
- Skills Assessment Framework: as Talent Cloud is testing a new credential recognition methodology, this document provides specific definitions to help you determine the type of skills, the level, and the evidence you require from candidates, as you prepare the essential and asset criteria.
- Manager profile template: this will let job candidates know more about you as the hiring manager. All questions in this template are optional.

**Cioui, Georges**

---

**From:** Talent Cloud-nuage de talents <Talent.Cloud-nuage.de.talents@tbs-sct.gc.ca>  
**Sent:** Friday, November 23, 2018 12:58 PM  
**To:** de Jesus, Luiz; Frost, Andrew; Landry, Luc  
**Cc:** Dubois, Christophe; Talent Cloud-nuage de talents; Sabourin, Darlene  
**Subject:** RE: Talent Cloud follow-up  
**Attachments:** 1. Poster template EN.DOCX; 1. Poster template FR.DOCX; 2. Poster template - no instructions EN.DOCX; 2. Poster template - no instructions FR.DOCX; 4. Skills Assessment Framework EN.DOCX; 4. Skills Assessment Framework FR.DOCX; 5. Manager Profile template EN.DOCX; 5. Manager Profile template FR.DOCX; 3. Skills Taxonomy 2018-11.xlsx

Good afternoon,

As you have been identified as a manager who is interested in participating in the Talent Cloud pilot, we would like to follow-up with you.

The first step is to complete the job poster template (and the manager profile template, which is optional). Detailed description of each of the document is included in the email below. If you have any questions about the documents, please don't hesitate to let us know. If you are interested in seeing what a live job poster looks like, please visit: <https://talent.canada.ca/en/jobs>

Best,  
Rosita @ Talent Cloud

---

**De :** Talent Cloud-nuage de talents <Talent.Cloud-nuage.de.talents@tbs-sct.gc.ca>  
**Envoyé :** 31 octobre 2018 15:19  
**À :** Dubois, Christophe <Christophe.Dubois@dfo-mpo.gc.ca>; Tremblay, Julien <Julien.Tremblay@dfo-mpo.gc.ca>; Frost, Andrew <Andrew.Frost@dfo-mpo.gc.ca>; Landry, Luc <Luc.Landry@dfo-mpo.gc.ca>  
**Cc :** Talent Cloud-nuage de talents <Talent.Cloud-nuage.de.talents@tbs-sct.gc.ca>  
**Objet :** Talent Cloud follow-up

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You can find more information about each of the attached document at the end of this email. If you have any questions regarding the documents or the process, please don't hesitate to let us know.

If you would like to see an example of a real job that is currently being advertised on Talent Cloud, please visit: <https://talent.canada.ca/en/jobs>

Rest,  
osita @ Talent Cloud

- Poster template: this document has instructions to guide you in filling out the job poster template.
- Poster template – no instructions: this is the document you can use to draft the job poster (you only need to complete the template in the official language of your choice – the Talent Cloud team will take care of translation once it's finalized).
- Skills Taxonomy: a document with definitions for each skill that have been used in Talent Cloud job posters so far. If there are skills that you require for your job posting, please feel free to use the existing definition. As the skills taxonomy is an evergreen document, if you would like to use a different definition for any of the skills, or if there are skills that are not currently on the list, please share them with us and we'll add them to the taxonomy.
- Skills Assessment Framework: as Talent Cloud is testing a new credential recognition methodology, this document provides specific definitions to help you determine the type of skills, the level, and the evidence you require from candidates, as you prepare the essential and asset criteria.
- Manager profile template: this will let job candidates know more about you as the hiring manager. All questions in this template are optional.

hard	.Net Programming	Visual Basic	l'aide de C #, C ++, F # ou Visual Basic
soft	Ability to collaborate	Defined as: Ability to work with others to advance initiatives and	Se définit comme suit : Capacité de travailler avec d'autres gens pour
soft	Ability to follow	Defined as: Ability to "catch on" or understand instructions and	Se définit comme suit : Capacité de « comprendre » les instructions et
soft	Ability to learn	Defined as: Ability to rapidly pick up new skills and competencies,	Se définissant comme suit : Capacité d'acquies rapidement de nouvelles
hard	Ability to work on a	Defined as: Ability to communicate and deliver work in a way that	Se définissant comme suit : Capacité de communiquer et de livrer le
soft	Accountability	Defined as: Taking responsibility for one's own actions and the	Se définit comme suit : Assumer la responsabilité de ses propres actions
soft	Adaptability	Defined as: Being open to changing circumstances and considerable	Se définit comme suit : Être ouvert aux circonstances changeantes et à
Hard	Analysis	data to make design decisions	qualitatives et quantitatives pour prendre des décisions de conception.
soft	Attention to Detail	Defined as: Being careful about detail and thorough in completing	Se définit comme suit : Porter une attention aux détails et être minutieux
hard	C++	Defined As: A middle level object oriented programming language to	Définit comme: langage de programmation orienté objet de niveau
soft	Complex Problem	Defined as: Identifying problems and reviewing related information to	Se définit comme suit : Cerner les problèmes et examiner les
soft	Courage	Defined as: Pushing barriers, questioning the status quo, openness	Se définit comme suit : Aller au-delà des obstacles, remettre en question
soft	Critical Thinking	Defined as: Using logic and reasoning to identify the strengths and	Se définit comme suit : Utiliser la logique et le raisonnement pour cerner
hard	CSS	Stands for Cascading Style Sheets, and is defined as: building web	Désigne les feuilles de style en cascade et est défini comme suit:
soft	Curiosity	Defined as: The desire to explore multiple possibilities.	Se définit comme suit : Le désir d'explorer de multiples possibilités.
soft	Dependability	Defined as: Being reliable, responsible and fulfilling obligations;	Se définit comme suit : Être fiable, responsable et respecter ses
hard	Docker	Defined as: A safe virtual environment to create, edit, and freely	Définit comme: Un environnement virtuel sécurisé pour créer, éditer et
Soft	Empathy	a very different mindset and set of priorities	personne ayant une façon de penser et un ensemble de priorité très
hard	Facilitation	encourages full participation, promotes mutual understanding and	façon qui encourage l'entière participation, qui encourage de la
soft	Flexibility	Defined as: Being open to multiple perspectives when working	Se définit comme suit : Être ouvert à de multiples points de vue lorsque
hard	Front-end	Defined as: Developing web applications using HTML5, CSS3,	Se définissant comme suit : Développement d'applications Web à l'aide
hard	programming	transform, use and display geospatial data.	qui traitent, transforment, utilisent et affichent des données géospatiales.
hard	Git	Defined as: A version control system used for tracking changes in	Définit comme: un système de contrôle de version utilisé pour suivre les
hard	HTML	Stands for Hypertext Markup Language, which entails working with a	Signifie « Hyper-Text-Mark Up-Language », qui implique de travailler
soft	Humility	Defined as: Continuously demonstrated awareness that a person is	Se définit comme suit : Constamment démontré qu'une personne n'est
soft	Initiative	Defined as: Willingness to take on responsibilities and going above	Se définit comme suit : Volonté d'assumer des responsabilités et aller au-
soft	Integrity	Defined as: Willingness to take on responsibilities and going above	Se définit comme suit : Volonté d'assumer des responsabilités et aller au-
soft	Integrity	Defined as: Treating all those in the work environment with fairness,	Se définissant comme suit : Capacité de traiter le personnel du milieu de
hard	Javascript	Defined as: A cross platform, object oriented scripting language for	Définit comme: langage de script multi-plateformes et orienté objet pour le
soft	Judgement	Defined as: Ability to make considered decisions or come to sensible	Se définit comme suit : Capacité de prendre des décisions réfléchies ou
soft	Judgement	Defined as: Ability to make considered decisions and come to	Se définit comme suit : Capacité de prendre des décisions réfléchies et
hard	Linux	Defined as: Working in Linux and configuring applications in Linux	Se définissant comme suit : Expérience de travail de Linux et de la
hard	Management Ability	demonstrating the ability to plan, organize, motivate and enable	démontrer la capacité de planifier, organiser, élaborer des stratégies,
hard	Microsoft Dynamics	planning and customer relationship management	planification des ressources d'entreprise et la gestion de la relation client
hard	Open Source	Defined as: Developing applications using open source tools and	Se définissant comme suit : Développement d'applications à l'aide
soft	Originality	Defined as: The ability to come up with unusual or clever ideas	Se définit comme suit : La capacité de proposer des idées inhabituelles
soft	Originality	Defined as: The ability to come up with unusual or clever ideas	Se définit comme suit : La capacité de proposer des idées inhabituelles
soft	Passion	Defined as: Ability to demonstrate conviction in the task, initiative or	Se définit comme suit : Capacité de faire preuve de conviction dans la
		approach; bringing heart and inspiration to others.	tâche, l'initiative ou l'approche; apportant cœur et inspiration aux autres.
soft	Persistence	Defined as: Conscientiously working towards an outcome and not	Se définit comme suit : Conscientement travailler pour en arriver à un
		giving up despite obstacles.	résultat et ne pas abandonner malgré les obstacles.



hard	PHP	Defined as: A programming language used for developing and executing web application code that processed on the server side.	PHP	<p>Défini comme: langage de programmation utilisé pour développer et exécuter le code d'application Web traité du côté serveur.</p>
hard	Project Management	Defined as: Ability to prioritize the most impactful changes, managing competing priorities, advancing a continuous cycle of improvement	Gestion de projet	<p>Se définit comme suit : Capacité à prioriser les changements ayant le plus d'incidence, à gérer des priorités concurrentes, à faire avancer un cycle continu d'amélioration</p>
hard	Python	Defined as: An interpreted, object oriented, and high level programming language that is flexibly used to accomplish various programming objectives.	Python	<p>Défini comme: un langage de programmation interprété, orienté objet et de haut niveau, utilisé avec souplesse pour atteindre divers objectifs de programmation.</p>
soft	Resilience	Defined as: Ability to recover from difficulties or change – to function as well as before and then move forward. It is often referred to as the ability to 'bounce back' from difficulties or challenges. The perseverance to deal with resistance.	Résistance	<p>Se définit comme suit : Capacité de se remettre de difficultés ou de changer – pour fonctionner aussi bien qu'avant et ensuite aller de l'avant. On parle souvent d'une capacité de « rebondir » face aux difficultés ou aux défis. Avoir la persévérance nécessaire pour faire face à la résistance.</p>
hard	SASS	Stands for Syntactically Awesome Style Sheets and is defined as: a preprocessor scripting, stylesheet language that is interpreted or compiled into CSS for web development.	SAS	<p>Signifie « Syntactically Awesome Style Sheets » et se définit comme: un script de préprocesseur, langage de feuille de style interprété ou compilé en CSS pour le développement Web.</p>
hard	Service Experience Design	Defined as: Planning and organizing people, infrastructure, communication and material components as a service in order to improve its quality and the interaction between the service provider and its user	Conception de l'expérience de service	<p>Se définit comme suit : Planifier et organiser les personnes, l'infrastructure, la communication et les composantes matérielles d'un service afin d'améliorer sa qualité et l'interaction entre le fournisseur de service et ses utilisateurs</p>
soft	Service Orientation	Defined as: Actively looking for ways to help people.	Orientation de service	<p>Se définit comme suit : Chercher activement des moyens d'aider les gens.</p>
soft	Social Perceptiveness	Defined as: Being aware of others' reactions and understanding why they react as they do.	Perceptivité sociale	<p>Se définit comme suit : Être conscient des réactions des autres et comprendre pourquoi ils réagissent comme ils le font.</p>
hard	SQL	Stands for Structured Query Language, and is used in database programming, to manage, query, update, and govern databases and information banks.	SQL	<p>Signifie « Structured Query Language » et est utilisé dans la programmation de bases de données pour gérer, interroger, mettre à jour et gérer les bases de données et les banques d'informations.</p>
hard	Stakeholder Relations	Defined as: Ability to communicate clearly with stakeholders and negotiate outcomes in collaboration with partners, advancing common goals through collaboration and skilled communication	Relations avec les intervenants	<p>Se définit comme suit : Capacité à communiquer clairement avec les intervenants et à négocier les résultats en collaboration avec les partenaires, en faisant progresser les objectifs communs par la collaboration et une communication habile</p>
hard	Storytelling	Defined as: Ability to communicate progress, sharing success stories and lessons learned with diverse audiences and senior management in a clear, compelling manner	Communication narrative	<p>Se définit comme suit : Capacité à communiquer les progrès, à communiquer des histoires de réussite et des leçons apprises avec divers publics et la haute direction, de manière claire et convaincante</p>
soft	Stress Management	Defined as: Controlling stress level and preventing unproductive distress, in order to improve/maintain functioning; being conscientious about impact of one's own stress level on others.	La gestion du stress	<p>Se définit comme suit : Contrôler le niveau de stress et prévenir l'anxiété non productive, afin d'améliorer/maintenir le fonctionnement; être conscient de l'incidence de son propre niveau de stress sur les autres.</p>
soft	Stress Tolerance	Defined as: Dealing calmly and effectively with situations and people despite repeated exposure to high stress environments.	Tolérance au stress	<p>Se définit comme suit : Gérer calmement et efficacement les situations et les personnes malgré une exposition répétitive à des environnements très stressants.</p>
hard	Systems Thinking	Defined as: Ability to understand and analyze how disparate aspects of service integrate and impact each other and turn into a clear direction for the service	Pensée systémique	<p>Se définit comme suit : Capacité à comprendre et à analyser la manière dont des aspects disparates d'un service s'intègrent et s'influencent, et les transformer en une orientation claire du service</p>
soft	Time Management	Defined as: Managing one's own time and the time of others effectively in order to deliver on commitments.	Gestion du temps	<p>Se définit comme suit : Gérer son propre temps et celui des autres de manière efficace afin de respecter ses engagements.</p>
hard	User-Centered Design	Defined as: Ability to apply user centred design techniques to: understand the user journey; develop and test new approaches to user-product interaction; and provide results that support an improved, intuitive, pleasant user experience	Conception centrée sur l'utilisateur	<p>Se définit comme suit : Capacité à appliquer des techniques de conception centrées sur l'utilisateur pour: comprendre le parcours de l'utilisateur; développer et tester de nouvelles approches d'interaction utilisateur-produit; et produire des fonctionnalités qui prennent en charge une expérience utilisateur améliorée, intuitive et agréable</p>

hard	Verbal Communication	Defined as: Ability to share concepts, coordinate work and advance goals through discussion. Ability to deliver messages with clarity. Ability to listen well and translate what is heard into meaningful next steps.	Communication verbale	Se définissant comme suit : Capacité de partager des concepts, de coordonner le travail et de faire progresser les objectifs au moyen de la discussion. Capacité de livrer des messages clairs. Capacité de bien écouter et de traduire ce qui est entendu en étapes suivantes déterminantes.
hard hard	Web Information Architecture Web programming	Defined as: ability to redesign web architecture from an information management perspective (not coding) Developing web applications using Javascript and a server side language such as PHP, Python or other	Architecture d'information sur le Web Programming Web	Se définit comme suit : Capacité à restructurer l'architecture Web du point de vue de la gestion de l'information (sans codage) Se définissant comme suit : Développement d'applications Web à l'aide de JavaScript et un langage finaux comme PHP, Python ou autre
hard	Web Server Administration	Defined as: Setting up and administering web servers	Administration de serveurs Web	Se définissant comme suit : Configuration et administration de serveurs Web.
soft	Willingness to learn	Defined as: Seeking opportunities and taking the initiative to continuously develop.	Envie d'apprendre	Se définit comme suit : Chercher des occasions et prendre l'initiative de se perfectionner de façon continue.
hard	Written Communication	Defined as: Ability to craft ideas and discussions in a clear, logical written progression that allows readers to understand and use the concepts shared.	Communication écrite	Se définissant comme suit : Capacité d'articuler par écrit des idées et des discussions de manière progressive, claire et logique permettant aux lecteurs de comprendre et d'utiliser les concepts partagés.
hard	Data science	Defined as: Ability to use scientific methods, processes, algorithms and systems to extract knowledge and insights from data in various forms, both structured and unstructured.	Science des données	Se définit comme suit : Capacité à utiliser des méthodes, processus, algorithmes et systèmes scientifiques pour extraire des connaissances et des perceptions des données de diverses formes, structurées ou non structurées.
soft	Results-Oriented	Defined as: Ability to focus efforts on achieving quality results consistent with the overall vision.	Axé sur les résultats	Se définit comme suit : Capacité d'axer les efforts pour atteindre des résultats de qualité conformes à la vision globale.
soft	Relationship Manage	Defined as: Ability to develop respectful, constructive and cooperative working relationships with others, and maintaining them over time.	Gestion des relations	Se définit comme suit : Capacité de développer des relations de travail respectueuses, constructives et coopératives avec les autres, et de les maintenir au fil du temps.
hard	Data analysis	Defined as: Ability to inspect, cleanse, transform, and model data with the goal of discovering useful information, informing conclusions, and supporting decision-making.	Analyse de données	Se définit comme suit : Capacité d'inspecter, d'épurer, de transformer et de modéliser des données, dans le but de découvrir des renseignements utiles, d'atteindre des conclusions informées, et d'appuyer la prise de décision.
hard	Data mining	Defined as: Ability to use a data analysis technique that focuses on modeling and knowledge discovery for predictive rather than purely descriptive purposes.	Extraction de données	Se définit comme suit : Capacité d'utiliser une technique d'analyse de données axée sur la modélisation et la découverte de connaissances à des fins de prédiction plutôt que des fins purement descriptives.
hard	R programming	Defined as: A programming language for statistical computing and graphics. The R language is widely used among statisticians and data miners for developing statistical software and data analysis.	Programming R	Se définit comme suit : un langage de programmation voué à l'informatique statistique et aux graphiques. Le langage R est largement utilisé par les statisticiens et les extracteurs de données pour l'élaboration de logiciels statistiques et l'analyse de données.

## What skill level do you need for the applicant to do the job well?

### Hard Skills

#### Basic:

- You have the ability to accomplish basic tasks with steady supervision and clear direction. The tasks you're assigned are clear and don't involve significant complexity. Their impact is usually locally felt.
- As you advance in this category, you should be developing the ability to accomplish tasks of moderate complexity with steady supervision. You will also need to be able to accomplish basic tasks with little or no supervision.
- This level is usually associated with tasks that form the bulk of the work for lower level positions, such as junior analysts or entry level developers.

#### Intermediate:

- You have the ability to accomplish tasks of moderate complexity or moderate impact with supervision. The approach to the tasks, and how they are delivered, is determined by the supervisor. You contribute input and advice. You are able to advance the task, even in the face of small to moderate hurdles and complications.
- As you advance in this category, you should be developing the ability to accomplish tasks of significant complexity or larger impact with steady supervision. You will also need to be able to accomplish tasks of moderate complexity or impact with little or no supervision.
- This level is usually associated with tasks that form the bulk of the work for mid-level positions, such as analysts or developers.

#### Advanced:

- You have the ability to accomplish tasks of significant complexity or impact with supervision. You provide advice and input on the approach to the tasks, and how they are delivered, for the supervisor's consideration. You are able to advance the task, even in the face of moderate to large hurdles and complications.
- As you advance in this category, you should be developing the ability to accomplish tasks of significant complexity or larger impact with only light levels of supervision, where you are effectively the lead on the initiative. You may also take on a role of training others in this skills set or take on a light supervisory role for those at lower levels.
- This level is usually associated with tasks that form the bulk of the work for higher level positions, such as senior analysts or senior developers.

#### Lead:

- You have the ability to accomplish tasks of significant complexity or impact, where you call the shots and answer to the organization's senior management for your decisions. You bring forward the tasks, the approach and the delivery plan for senior management consideration. You often supervise others (individuals or teams) in delivering tasks of high complexity or

system wide impact. You are able to advance these tasks, even in the face of significant unforeseen hurdles and complications.

- As you advance in this category, you should be developing the ability to assess others at more junior levels, becoming able to clearly identify the difference between beginner, intermediate and advanced tasks. You should be able to build teams, set direction and provide supervision.
- This level is usually associated with tasks that form the bulk of the work for management and executive level positions.

## **Soft Skills**

### **In Early Development**

- You're working on acquiring this skill or attribute. You're able to demonstrate it under favourable conditions (low stress, minimal difficulty) and can apply it in a work context intermittently.

### **Moderately in Evidence**

- You're able to consistently demonstrate this skill or attribute in the workplace, including under conditions of low-to-moderate stress or difficulty.
- Your peers and supervisors are able to attest to the fact that you have been able to demonstrate this skill or attribute on a regular basis.

### **Strongly in Evidence**

- You're able to consistently demonstrate this skill or attribute in the workplace, including under conditions of high stress or difficulty.
- Your peers and supervisors recognize this as a strength you demonstrate in the workplace.

### **Deep Level Demonstration**

- This is a foundational part of who you are. You consistently demonstrate this skill or attribute, even under conditions of extreme stress and/or difficulty.
- Your peers and supervisors recognize this as a significant strength you demonstrate in the workplace, providing an example to others.

## Manager Profile Template

Name:

Job Title:

Twitter Account:

LinkedIn Account:

Team size:

My leadership style and management values...

What I expect from my employees...

My approach to employee learning and development...

My career journey so far...

My learning path...

A bit about me outside of work...

## Talent Cloud Job Poster – Template (with instructions)

### **Job details:**

Title:

Location of work:

Classification:

Remote work allowed: Choose an item.

Level:

Flex hours allowed: Choose an item.

Salary:

Telework allowed: Choose an item.

Duration: \_\_\_\_ (term)

Security level:

Target Start: (month, year)

Language level:

### **Restrict application numbers?**

Talent Cloud allows managers to restrict the number of applications they receive. Let us know the optimal number of applications you'd like to review to begin with, and then how many you're hoping to bring forward to the second round of interviews/evaluations. We can work with you to develop the right screening approach.

### **General advice:**

This model is designed to help you think through what you need in a logical progression, so try to complete sections in the order presented.

When completing paragraph sections, aim for 3-4 short sentences in plain, non-government language. Try for a casual, frank, friendly tone.

Remember, if your paragraphs are too long or overly bureaucratic, people won't read them and likely won't apply. So leave government-speak, flavour-of-the-month buzz words and acronyms behind. Applicants don't respond well to these. We know. We tested ☺ (Some applicants responded so negatively to government-speak in user testing that they decided not to apply for jobs they had otherwise decided to apply for.)

**Impact:**

*Team mandate – Write a few sentences here to describe the value your team/service/initiative brings to Canadians. It doesn't matter if your work is direct to citizens or back office, innovative or maintenance, top priority or ongoing. Describe to someone who knows nothing about your work how it contributes to making Canada better.*

•

*Your (applicant's) role – Now include a few short sentences on what the new team member (applicant) will contribute in this role. Focus on the value they'll bring, not on specific tasks. (Key tasks are in the next section, so try to avoid duplication.) For example, "In this role, you will be contributing to..." or "As a member of this team, you'll be responsible for helping us..."*

•

**Work Environment and Team Culture**

**About (*physical and tech*)**

•

**Our Operating Context**

•

**What We Value**

•

**How We Work**

•

**Last Task! Read through the Team Culture information and think about any soft skills you'd like to add to the poster. Include below.**

Situation/Context	Skill	Essential or Asset	Level Required	Definition (optional)
•				
•				



## De quel niveau de compétence avez-vous besoin pour que le candidat puisse bien faire ce travail?

### Compétences spécialisées

#### Débutant :

- Tu es capable d'accomplir des tâches de base avec une supervision régulière et une orientation claire. Les tâches qui te sont assignées sont claires et ne sont pas très complexes. Elles ont généralement une incidence locale.
- Au fur et à mesure que tu progresses dans cette catégorie, tu devrais être en mesure d'accomplir des tâches de complexité modérée avec une supervision régulière. Tu devrais aussi pouvoir accomplir des tâches de base avec peu ou pas de supervision.
- Ce niveau est habituellement associé aux tâches qui constituent le gros du travail pour les postes de niveau inférieur, comme les analystes ou les développeurs de niveau débutant.

#### Intermédiaire :

- Tu as la capacité d'accomplir des tâches de complexité modérée ou d'incidence modérée avec supervision. C'est le superviseur qui détermine l'approche à employer pour effectuer les tâches et la façon dont elles sont exécutées. Tu apportes des commentaires et des conseils. Tu es en mesure de faire progresser la tâche, même face à des obstacles et à des complications de petite à moyenne envergure.
- Au fur et à mesure que tu progresses dans cette catégorie, tu devrais être en mesure d'accomplir des tâches d'une complexité importante ou ayant une incidence plus grande avec une supervision régulière. Tu devrais également pouvoir accomplir des tâches d'une complexité ou d'une incidence modérée avec peu ou pas de supervision.
- Ce niveau est habituellement associé aux tâches qui constituent le gros du travail pour les postes de niveau intermédiaire, comme les analystes ou les développeurs.

#### Avancé :

- Tu as la capacité d'accomplir des tâches d'une complexité ou d'une incidence importante avec supervision. Tu donnes au superviseur des conseils et des commentaires sur l'approche à employer pour effectuer les tâches et la façon dont elles sont exécutées. Tu es en mesure de faire progresser la tâche, même face à des obstacles et à des complications d'envergure moyenne à importante.
- Au fur et à mesure que tu progresses dans cette catégorie, tu devrais être en mesure d'accomplir des tâches d'une complexité importante ou ayant une incidence plus grande avec seulement des niveaux de supervision légers, en étant effectivement le responsable de l'initiative. Tu peux aussi jouer un rôle de formation d'autres personnes dans cet ensemble de compétences ou assumer un rôle de supervision léger pour les personnes aux niveaux inférieurs.
- Ce niveau est habituellement associé à des tâches qui constituent la majeure partie du travail pour des postes de niveau supérieur, comme les analystes principaux ou les développeurs principaux.

**Responsable :**

- Tu es capable d'accomplir des tâches d'une complexité ou d'une incidence importante, où tu prends les décisions et réponds de tes décisions auprès de la haute direction de l'organisation. Tu présentes les tâches, l'approche et le plan de réalisation à la haute direction. Tu supervises souvent d'autres personnes (personnes ou équipes) dans l'exécution de tâches très complexes ou ayant une incidence sur l'ensemble du système. Tu es en mesure de faire progresser ces tâches, même face à des obstacles et à des complications importants et imprévus.
- Au fur et à mesure que tu progresses dans cette catégorie, tu devrais être en mesure d'évaluer les autres à des niveaux plus subalternes, et de déterminer clairement la différence entre les tâches débutantes, intermédiaires et avancées. Tu devrais pouvoir former des équipes, définir des orientations et assurer une supervision.
- Ce niveau est habituellement associé aux tâches qui constituent la majeure partie du travail pour les postes de direction et de direction.

**Compétences non spécialisées**

**Phase de développement précoce**

- Vous êtes en processus d'acquérir cette compétence ou cet attribut. Vous êtes capable de le démontrer dans des conditions favorables (peu de stress, difficulté minimale) et pouvez l'appliquer dans un contexte de travail de façon intermittente.

**Modérément en évidence**

- Vous êtes capable de démontrer cette compétence ou cet attribut de façon constante en milieu de travail, y compris lorsque les conditions de difficulté ou le niveau de stress sont bas ou modérés.
- Vos pairs et vos superviseurs peuvent attester le fait que vous êtes capable de démontrer cette compétence ou cet attribut de façon régulière.

**Fortement en évidence**

- Vous êtes capable de démontrer cette compétence ou cet attribut de façon constante en milieu de travail, y compris lorsque les conditions de difficulté ou le niveau de stress sont élevés.
- Vos pairs et vos superviseurs reconnaissent qu'il s'agit d'une force dont vous faites preuve en milieu de travail.

**Démonstration à un niveau profond**

- Il s'agit d'une partie fondamentale de qui vous êtes. Vous démontrez cette compétence ou cet attribut de façon constante en milieu de travail, y compris lorsque les conditions de difficulté ou le niveau de stress sont extrêmes.
- Vos pairs et vos superviseurs reconnaissent qu'il s'agit d'une force importante dont vous faites preuve en milieu de travail, en donnant un exemple aux autres.

Modèle de profil de gestionnaire

Nom :

Titre du poste :

Compte Twitter :

Compte LinkedIn :

Taille de l'équipe :

Mon style de leadership et mes valeurs comme gestionnaire...

Ce que je m'attends de mes employés...

Mon approche de l'apprentissage et du perfectionnement des employés...

Mon parcours professionnel jusqu'à présent...

Mon parcours d'apprentissage...

Quelques mots sur ma vie en dehors du travail...

UNCLASSIFIED / NON CLASSIFIÉ

## Offre d'emploi sur le Nuage de talents – Modèle

### Détails sur l'emploi :

Titre :

Lieu de travail :

Classification :

Travail à distance autorisé : Choose an item.

Niveau :

Horaire flexible autorisé : Choose an item.

Salaire :

Télétravail autorisé : Choose an item.

Durée : \_\_\_\_ (mandat)

Niveau de sécurité :

Date cible de début d'emploi : (mois, année)

Exigences relatives à la langue :

### Restreindre le nombre de demandes?

Incidences :

➤

➤

**Tâches principales :**

**Énumérez de 4 à 8 tâches principales (ou davantage si elles sont vraiment pertinentes)**

- 
- 
- 
- 
- 
- 

**Copiez chaque tâche dans le tableau ci-dessous afin de pouvoir facilement vous y reporter, puis remplissez les champs restants. Visez un nombre inférieur à 12.**

Tâche principale	Compétence	Essentielle ou atout	Niveau requis	Définition (facultative)

**Environnement de travail et culture d'équipe**

**À propos (l'environnement physique et de l'utilisation de la technologie)**

•

**Notre contexte opérationnel**

•

**Ce que nous valorisons**

•

**Comment nous travaillons**

•

**Dernière tâche! Lisez ce que vous avez écrit au sujet du contexte opérationnel, des valeurs de l'équipe et du modèle de travail d'équipe. Pensez aux compétences générales que vous aimeriez ajouter à l'affiche. Incluez ci-dessous.**

Situation et contexte	Compétence	Essentielle ou atout	Niveau requis	Définition (facultative)
•				
•				

## Talent Cloud Job Poster – Template

### **Job details:**

**Title:**

**Location of work:**

**Classification:**

**Remote work allowed:** Choose an item.

**Level:**

**Flex hours allowed:** Choose an item.

**Salary:**

**Telework allowed:** Choose an item.

**Duration:** \_\_\_\_ (term)

**Security level:**

**Target Start:** (month, year)

**Language level:**

### **Restrict application numbers?**

**Impact:**

➤

➤

**Key Tasks:**

**List 4-8 key tasks (more if they are really relevant)**

- 
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**Copy each task into the table below so that it's easy for you to refer to, and then complete the remaining fields. Aim for no more than 12.**

Key Task	Skill	Essential or Asset	Level Required	Definition (optional)



**Work Environment and Team Culture**

**About (*physical and tech*)**

•

**Our Operating Context**

•

**What We Value**

•

**How We Work**

•

**Last Task! Read through the Team Culture information and think about any soft skills you'd like to add to the poster. Include below.**

Situation/Context	Skill	Essential or Asset	Level Required	Definition (optional)
•				
•				

## Offre d'emploi sur le Nuage de talents – Modèle (avec instructions)

### Détails sur l'emploi :

Titre :

Lieu de travail :

Classification :

Travail à distance autorisé : Choose an item.

Niveau :

Horaire flexible autorisé : Choose an item.

Salaire :

Télétravail autorisé : Choose an item.

Durée : \_\_\_\_ (mandat)

Niveau de sécurité :

Date cible de début d'emploi : (mois, année)

Exigences relatives à la langue :

### Restreindre le nombre de demandes?

Le Nuage de talents permet aux gestionnaires de restreindre le nombre de demandes qu'ils reçoivent. Indiquez-nous le nombre optimal de demandes que vous aimeriez examiner pour commencer, puis le nombre de demandes que vous espérez soumettre à la deuxième ronde d'entrevues et d'évaluations. Nous pouvons travailler avec vous pour élaborer l'approche de présélection appropriée.

### Conseils généraux :

Ce modèle est conçu pour vous aider à réfléchir à ce dont vous avez besoin dans une progression logique, alors essayez de remplir les sections dans l'ordre présenté.

Lorsque vous remplissez des sections de paragraphes, visez de 3 à 4 courtes phrases dans un langage simple et non gouvernemental. Essayez d'adopter un ton décontracté, franc et amical.

N'oubliez pas que si vos paragraphes sont trop longs ou trop bureaucratiques, les gens ne les liront pas et ne soumettront probablement pas leur candidature. Laissez donc de côté le langage gouvernemental, les mots à la mode et les acronymes. Les candidats ne répondent pas bien à ces

UNCLASSIFIED / NON CLASSIFIÉ

derniers. Nous le savons. Nous avons fait le test ☺ (certains candidats ont répondu si négativement au langage gouvernemental pendant les essais par les utilisateurs qu'ils ont décidé de ne pas postuler des emplois pour lesquels ils avaient autrement décidé de se porter candidats.)

**Incidences :**

Mandat de l'équipe – écrivez quelques phrases ici pour décrire la valeur que votre équipe, service ou initiative apporte aux Canadiens. Peu importe si votre travail s'adresse directement aux citoyens ou aux services administratifs, est innovateur ou d'entretien, est prioritaire ou continu. Décrivez à quelqu'un qui ne connaît rien de votre travail comment il contribue à rendre le Canada meilleur.

•

Votre rôle (rôle du candidat) – Ajoutez maintenant quelques brèves phrases sur ce que le nouveau membre de l'équipe (candidat) apportera à ce rôle. Mise sur la valeur qu'il apportera et non sur des tâches précises. (Les tâches clés se trouvent dans la section suivante, alors essayez d'éviter le doublement.) Par exemple, « Dans ce rôle, vous contribuerez à... » ou « En tant que membre de cette équipe, vous serez responsable de nous aider... »

•

**Tâches principales :**

Faites un remue-ménages sur une liste des tâches principales dont les candidats seront responsables. Que vont-ils livrer? À quoi consacreront-ils leur temps?

Visez de 4 à 8 énoncés qui couvrent ce que vous voulez qu'ils accomplissent ou travaillent avec votre équipe. Les énoncés doivent être brefs, mais fournir certains détails contextuels. Essayez d'éviter d'être trop concis ou trop détaillé. Par exemple :

X Rédaction de rapports.

✓Établir des rapports pour partager les résultats des exercices de mobilisation du public menés par vos collègues.

X Établir des rapports détaillés et bien rédigés de 8 à 10 pages qui reflètent les priorités permanentes du ministère, ainsi que les résultats des séances de mobilisation du public entreprises par l'équipe au cours de la période précédant et pendant votre mandat.

**Énumérez de 4 à 8 tâches principales (ou davantage si elles sont vraiment pertinentes)**

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Ensuite, passez en revue les tâches principales **une à la fois** et définissez les compétences nécessaires pour accomplir chacune d'elles. Il peut s'agir de compétences ou de connaissances générales ou spécialisées.

Vous aurez probablement quelques compétences par tâche pour commencer, mais en parcourant la liste, vous remarquerez peut-être des doubléments (p. ex., les compétences pour la tâche 1 couvrent également les compétences nécessaires pour les tâches 4 et 5). N'incluez pas de compétences en double.

Copiez chaque tâche dans le tableau ci-dessous afin de pouvoir facilement vous y reporter, puis remplissez les champs restants.

Reportez-vous au **Cadre d'évaluation des compétences du Nuage de talents** pour déterminer le niveau approprié pour chaque compétence générale ou spécialisée.

Dans certains cas, vous pouvez inscrire une compétence comme essentielle et demander un niveau supérieur comme atout. Un exemple a été fourni ci-dessous.

Exemple :

Tâche principale	Compétence	Essentielle ou atout	Niveau requis	Définition (facultative)
• Participer au déploiement de notre application Web PHP (Laravel) sur les serveurs en nuage du SCT.	Linux	Essentielle	Intermédiaire	Expérience de travail de Linux et de la configuration d'applications dans des environnements basés sur Linux.
• Même que ci-dessus	Linux	Atout	Avancé	Expérience de travail de Linux et de la configuration d'applications dans des environnements basés sur Linux.
• Même que ci-dessus	Administration de serveurs Web			Configuration et administration de serveurs Web.

Veillez consulter la page suivante pour voir votre modèle vierge. ☺

Visez un nombre inférieur à 12.

Le nombre total recommandé est de 6 à 8 critères.

Tâche principale	Compétence	Essentielle ou atout	Niveau requis	Définition (facultative)

UNCLASSIFIED / NON CLASSIFIÉ

## Environnement de travail et culture d'équipe

(Cette section est facultative, mais il fortement recommandé de la remplir. Elle peut habituellement être réutilisée pour plusieurs demandes d'emploi.)

Les candidats se soucient beaucoup de l'équipe au sein de laquelle ils évolueront et de l'environnement dans lequel ils travailleront. Le partage de renseignements sur ces choses peut aider les candidats à déterminer s'ils cadreront bien et peut réduire le nombre de demandes « illusoires » qui peuvent ralentir le processus de sélection.

Les renseignements fournis ici peuvent également être utilisés pour améliorer le volet compétences générales de l'équation de l'intégration à l'équipe. (Nous vous expliquerons après avoir terminé l'exercice.)

**À propos** – Cette section vous permet de parler un peu de l'environnement physique et de l'utilisation de la technologie par votre équipe. Par exemple, certaines personnes soulignent que le travail s'effectue dans des espaces ouverts ou dans un bureau offrant beaucoup de fenêtres et de lumière naturelle. D'autres décrivent les commodités de la ville où ils se trouvent. Si votre équipe utilise des technologies de pointe pour le gouvernement qui ne sont pas trop en retard par rapport aux normes de l'industrie, voici un bon endroit où les partager (p. ex., accès à Slack, GitHub, Google Drive, Canva, Prezi, Trello).

N'exagérez pas – L'honnêteté est un élément essentiel d'une bonne concordance d'emploi entre vous et un candidat. (Et ne parlez pas de milieu de travail 2.0 – les candidats ne comprendront pas ce terme ☺.)

•

**Notre contexte opérationnel** – Parlez un peu des conditions dans lesquelles le travail se déroulera. Par exemple, vous pouvez décrire si le travail est hautement prioritaire, si bien que les délais seront serrés et que la haute direction participera beaucoup. Ou vous pouvez parler de la stabilité du travail, de sorte que tout le monde rentre à la maison à 16 h 30 et que personne n'a besoin de faire des heures supplémentaires.

•

**Ce que nous valorisons** – Votre équipe se soucie-t-elle beaucoup de quelque chose en particulier? Approche hautement collaborative? Fierté à l'égard des résultats de l'équipe? Engagement ferme envers le bien-être mental? Participation active à la promotion de la diversité et de l'inclusion? Champions LGBTQ2+? Voici une occasion de faire connaître aux candidats la culture de l'équipe à laquelle ils pourraient se joindre. (Remarque : Évitez de communiquer des renseignements personnels de nature délicate.)

•

**Comment nous travaillons** – *Votre équipe est-elle bien organisée? Chaotique mais productive? Collaborative dans son modèle de prestation? Voici une occasion de donner au candidat une idée de la culture quotidienne de la façon dont votre équipe accomplit ses tâches.*

•

**Dernière tâche!**

Une dernière chance d'ajouter quelques éléments à la liste des critères de sélection essentiels et constituant un atout.

Lisez ce que vous avez écrit au sujet du contexte opérationnel, des valeurs de l'équipe et du modèle de travail d'équipe. Y a-t-il quelque chose qui saute aux yeux? Par exemple, si vous avez dit que l'équipe est très collaborative ou que le projet que vous élaboriez est très novateur, voulez-vous ajouter ces éléments aux critères de sélection?

Évitez la tentation d'ajouter des choses simplement parce qu'il y a beaucoup d'attributs de personnalité extraordinaires qu'une personne pourrait avoir. N'oubliez pas que vous devez filtrer chacun de ces éléments.

Essayez de vous demander : si une personne n'avait pas cet attribut, serait-elle toujours en mesure de réaliser le projet ou de bien travailler au sein de l'équipe?

Exemple :

Situation et contexte	Compétence	Essentielle ou atout	Niveau requis	Définition (facultative)
<ul style="list-style-type: none"><li>Milieu dynamique; projet novateur nécessitant de travailler avec des inconnues.</li></ul>	Capacité d'apprendre	Essentielle	Modérément démontrée	Capacité d'acquérir rapidement de nouvelles habiletés et compétences et de les utiliser en situation de travail. Capacité d'avoir recours à la curiosité et à ses capacités cognitives pour découvrir de nouvelles approches destinées à faire progresser le travail lorsque les compétences existantes sont insuffisantes.



<ul style="list-style-type: none"><li>• L'équipe permet régulièrement le télétravail, la flexibilité du travail et le temps d'apprentissage autodirigé pour les projets spéciaux.</li></ul>	Intégrité	Essentielle	Fortement démontrée	Capacité de traiter le personnel du milieu de travail avec équité, courtoisie et respect des différences et d'effectuer le travail de manière à maintenir la confiance du public et à respecter les valeurs de ses collègues.
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**N'oubliez pas : vous ne visez pas plus de 12 critères au total (mais vous avez toujours le choix d'en appliquer davantage).**

Si vous en ajoutez ici, vous devrez peut-être réduire votre liste originale, alors prenez le temps de vous rafraîchir la mémoire au sujet de ce que vous avez déjà décidé de rechercher chez un candidat.

Situation et contexte	Compétence	Essentielle ou atout	Niveau requis	Définition (facultative)
•				
•				

**Vous avez terminé!**

L'équipe du Nuage de talents examinera votre contenu, le présentera sous forme d'offre d'emploi et vous en fera part avec des commentaires.

Une fois que les gestionnaires auront eu la chance de voir les commentaires de l'équipe du Nuage de talents et de faire les révisions finales, l'offre d'emploi sera envoyée au superutilisateur ministériel des RH pour examen. L'équipe du Nuage de talents coordonnera cette étape.

Si tout est correct, l'équipe du Nuage de talents s'occupera de la traduction et travaillera avec la CFP et le superutilisateur des RH pour obtenir l'autorisation de priorité et mettre l'offre d'emploi en ligne.

Faites-nous savoir si vous avez des commentaires à faire au sujet du processus jusqu'à présent 😊.

Merci infiniment à l'équipe du Nuage de talents.

Commentaires sur le processus jusqu'à présent (facultatifs)

-

## Managers Profile

### My Leadership Style and Management Values...

As a manager I do not believe in micro managing. Everyone that works for me is responsible for themselves and the work that they are in charge of.

I run a team that works hard and meets deadlines, yet we have fun!

I like to provide staff with the freedom they need, and when my staff need support I have an open door policy. This means staff can come to me when they hit road blocks and I do my best to support staff and find pathways so that they can succeed in the work that they are responsible for.

Staff can also come to me if there is a pressing issue that needs to be discussed. It does not always have to be about business. My open door policy means I care about my staff and I want to foster transparent and trusting relationships.

### What I expect from my employees...

- Show up as your whole self
- Be accountable for the work so that we hit our work deadlines
- Maintain strong relationships that foster trust and respect
- Invite play and humour into our office culture

### My approach to employee learning and development...

I hire people with a growth mindset. This means most of my staff constantly want to learn. I provide an annual training budget for staff to use at their own discretion. Staff can create their own learning plan and together I work with staff to blend learning opportunities with the projects they are assigned to. Fundamentally, I want learning opportunities to be related and integrated into the daily work of my staff.

### My career journey so far...

I am a bit eclectic. I have worked overseas within a non-profit context, and I spent some time in the private sector. These experiences gave me perspective and opportunities to build networks across sectors. My last 10 years of work have been with the public sector. I am happy in this work because I can contribute to the lives of Canadians, I have the luxury of flexibility in my work, and I find I can engage with diverse and intelligent people.

### My learning path...

I have taken a pretty status quo learning journey. After high school I went to university, then into a master's program. The most fun I ever had in a learning environment was when it was hands on and practical. I am a master gardener (certified) so I know a lot about plants.

A bit about me outside of work...

In my spare time you can find me cutting hair, it's my hobby! In an alternate world I would be a runway model hair stylist for high end fashion lines in New York City! I have a poodle, and I like to play cards of humanity at dinner parties.

DRAFT SAMPLE

**Job details:**

Title: Administrative Project Officer

Classification: AS

Level: 02

Salary: \$57,430 to \$61,877

Language Requirements: English Essential

Duration: 1 year

Target Start: June 2018

Location of work: Ottawa, Ontario

Remote work allowed: Yes (travel required)

Flex hours allowed: occasionally

Telework allowed: frequently

**Impact:**

Our team is small, but we serve a large community of 20,000 people in Government working in information management/information technologies (IM/IT). Our team helps coordinate priorities and activities across this community, including the recruitment of new talent, which is critical to the IM/IT community's ability to deliver services to Canadians.

In your role as our team's Administrative Project Officer, you'll be helping to recruit new talent into the IM/IT community in Government of Canada. You'll be working with our team to help select and assess potential candidates (e.g., group interviews). You'll also be coordinating logistics for assessments (including in the regions) and career fair events to help match assessed candidates with hiring managers from across the Government of Canada. This work will help ensure the IM/IT community has the talent it needs to support a wide range of Government priorities.

**Key Tasks:**

- Event coordination (e.g., career matching job fairs) between candidates and departmental hiring managers
- Career Fairs logistics (e.g., University recruitment campaigns, including preparing promotional materials as handouts (e.g., 1-pagers, stickers, etc.), audio-visual equipment rental (including loading content and testing technical solutions), banners, travel arrangements (e.g., across Canada).
- Team meeting coordination – boardroom bookings, calendar invites, distribution list creation, outreach to participants.

- Coordination of assessments for candidates (e.g., booking rooms, ensuring supplies and equipment is available and tested in advance, advising candidates, etc.)
- Proofing documents (e.g., promotional materials, ensuring translation and QA review) and other general administrative/clerical work, as required, to support the Recruitment team and broader Community Management Office (CMO).

**Essential Criteria:**

- A secondary school diploma or acceptable alternatives.
- Intermediate ability to use MS Office Suite
- Strong Interpersonal skills
- Strong organizational skills
- Ability to work under pressure
- Reliable
- Service-oriented
- Details-oriented in delivery of work

**Asset Criteria:**

- Ability to learn new technologies –(e.g., WebEX, government travel system)
- Ability to use social media (e.g., Twitter) to promote events
- Ability to deal with ambiguity
- Ability to converse in French

**Work Environment**

**About:**

Our office space has been converted to Workplace 2.0 (open concept, subject to regular distractions). We have access to basic tools like MS Office Suite, basic government social media tools (GCTools suite of products), and a modern-looking office environment in the NCR, close to restaurants, shopping, gyms and parks.

**Team Culture**

*Our Operating Context:*

We are a small team aiming to serve a very large client base (IM/IT functional community is over 20,000 people). Our work takes place in a fast-paced environment, where we support digital transformation and other Government-wide priorities such as the recruitment of women in IT. We have regular interactions with many other government departments in supporting departmental Chief Information Officers (CIOs) and their IM/IT workforces. We also have regular interactions with strategic partners such as the Office of the Chief Human Resources Officer (for HR management) and the Public Service Commission (for staffing and recruitment).

*What We Value:*

Professionalism - to maintain the Treasury Board Secretariat image and reputation  
Innovative mindset - to experiment and innovate

Eagerness to learn - to accommodate the shift towards digital transformation

Working well with others – we are dependent on the community and others to get things done

*How We Work:*

Because we support the Government of Canada's CIO and departmental CIOs, we work on delivering value and helping to foster a new culture. We are part of shaping the "future of digital" in the government while dealing with the current realities (e.g., seen as bureaucratic, slow in adopting technology). The use of new technologies on our team (to the extent possible) is encouraged – e.g., social media to advertise initiatives. The team is made up of professionals and experts in HR processes that must also understand the needs of technology-based clients (IM/IT practitioners).

Draft Sample

Government of Canada

Gouvernement du Canada

GC Talent Cloud

Applicant Portal

Français

HomeBrowse JobsMy ApplicationsMy ProfileLogout

Browse Jobs

254 days until close0 applicants so far

Junior Policy Outreach Support

Treasury Board of Canada Secretariat

Ottawa, Ontario

Remote Work Allowed

Reference ID #2

Junior Policy Outreach Support

Treasury Board of Canada Secretariat

About this job:

Basic Information

Impact

Your Work

Criteria

Team Culture

Nice to Know

Apply Now

Basic Information

Salary Range

57426 - 65638

Duration

9 months

Target Start Date

Friday November 16 2018

Language Requirement

English essential

Security Clearance

Secret

Government Classification

EC-02



## Impact

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Our team supports attempts at experimentation across the Government of Canada. What do we mean by experimentation? It's really about evidence, and making decisions that are supported by evidence. Too often we think all decisions we take are based on well supported, well-reasoned data, research and evidence. Unfortunately, because of complexity, timing, etc., this is getting more and more difficult to do, especially considering financial constraints, the need to be very responsive, and always putting as many people first as possible (with diverse and often conflicting priorities). So that's what you'd be supporting. You won't work directly with Canadians, but you'll enable departments to experiment with various interventions to know what works.

## Your Work

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- Your primary role would be to build our outreach strategy (under the guidance of senior analysts and team manager), and be our friendly face showcasing what we do. This will involve having a solid policy understanding of experimentation and its role in Government, as well as policy approaches for application to Government work.
- Your secondary role would be to help us with email, social media and forums, interacting with departments and answering policy questions related to experimentation. We get a lot of questions from all kinds of parts of many different departments and agencies, and we need to respond to them all.

## Criteria

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### Need to Have

- Intermediate writing skills
- Intermediate analytical skills
- Basic policy analysis skills
- Basic social media skills
- Strong interpersonal skills

### Nice to Have

- Basic ability to use Photoshop
- Ability to learn new tools (e.g. social media, presentation tools)
- Ability to converse in French

## Team Culture

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### Your Manager



#### **Sam Wellington**

Hiring Manager at Treasury Board of Canada Secretariat

[View Profile](#)

## Work Environment

### Things to Know

We work pretty hard and get pretty intense. We really like digital, and always use all kinds of new tools that the team comes up with. We live in a 2.0 workplace (so you have a standing desk, but not closed door offices). And we care about mobility principles, meaning we really like Wi-Fi and working from coffee shops when work permits.

### Remote Work Allowed:

Most of the Time

### Telework

Most of the time

### Flex Hours

Most of the time

## Team Culture

### Team Size

10

### Meet the Team in GC Directory

[Team Profile](#)

### Our Operating Context

The direction in our team changes fairly often, but not our north star – we have one main priority at a time, and as soon we accomplish one task, we come up with many others. We all like each other, and we really care about what we do. Our wider management likes this file, and is supportive of what we're trying to accomplish.

### What We Value

We value hard work, having fun, doing good work, and bettering the public service one small act at a time. We also really believe in the unique role of the public service in the world, and making the name associated with really good things again.

### How We Work

See above – not much more to add aside from that. To succeed with our team, you'd likely need to know your own limits, use technology for good but not be addicted to it, and want to work as part of a small team working on something important but constantly evolving.

## Apply Now



Please advise Talent Cloud at [talent.cloud-nuage.de.talents@tbs-scl.gc.ca](mailto:talent.cloud-nuage.de.talents@tbs-scl.gc.ca) of any accommodations you may require during the application process.



Preference will be given to veterans and to Canadian citizens, in that order.

Login & Apply

## Profil des gestionnaires

### Mon style de leadership et mes valeurs comme gestionnaire...

En tant que gestionnaire, je ne crois pas à la microgestion. Tous ceux qui travaillent pour moi sont responsables d'eux-mêmes et du travail dont ils sont responsables.

Je dirige une équipe qui travaille fort et respecte les échéances, mais nous avons du plaisir!

J'aime donner aux employés la liberté dont ils ont besoin, et lorsqu'ils ont besoin de soutien, j'ai une politique de porte ouverte. Cela signifie que les employés peuvent venir me voir lorsqu'ils se heurtent à des obstacles et que je fais de mon mieux pour les appuyer et trouver des façons de réussir dans le travail dont ils sont responsables.

Les employés peuvent aussi venir me voir s'il y a une question urgente dont il faut discuter. Il n'est pas nécessaire que ce soit une question liée au travail. Ma politique de porte ouverte signifie que je me soucie de mon personnel et que je veux favoriser des relations transparentes et de confiance.

### Ce que je m'attends de mes employés...

- Que ce qu'ils montrent soit entièrement le reflet de ce qu'ils sont
- Qu'ils prennent la responsabilité de leur travail afin que nous respections nos échéances
- Qu'ils entretiennent des relations solides qui favorisent la confiance et le respect
- Qu'ils incluent le plaisir et l'humour dans le travail

### Mon approche de l'apprentissage et du perfectionnement des employés...

J'embauche des gens intéressés par le développement. Cela signifie que la plupart de mes employés veulent constamment apprendre. Je fournis un budget annuel de formation, et les employés l'utilisent comme bon leur semble. Les employés créent leur propre plan d'apprentissage, et avec moi, ils harmonisent les possibilités d'apprentissage avec les projets auxquels ils sont affectés.

Fondamentalement, je veux que les occasions d'apprentissage soient liées et intégrées au travail quotidien de mes employés.

### Mon parcours professionnel jusqu'à présent...

Je suis un peu éclectique. J'ai travaillé à l'étranger dans un contexte sans but lucratif et j'ai passé un certain temps dans le secteur privé. Ces expériences m'ont donné une perspective et des occasions de bâtir des réseaux dans tous les secteurs. Je travaille depuis 10 ans dans le secteur public. J'aime mon travail parce que j'apporte une contribution à la vie des Canadiens, j'ai le luxe de la souplesse et je trouve que je traite avec des personnes diverses et intelligentes.

### Mon parcours d'apprentissage...

J'ai suivi un parcours d'apprentissage assez classique. Après l'école secondaire, je suis allé à l'université, puis j'ai suivi un programme de maîtrise. C'est quand l'apprentissage était axé sur la pratique que j'ai eu

le plus de plaisir dans un contexte d'apprentissage. Étant maître-jardinier (certifié), je connais bien les plantes.

Quelques mots sur ma vie en dehors du travail...

Dans mes temps libres, vous pouvez me voir en train de couper des cheveux, c'est mon passe-temps!

Dans un autre monde, je serais styliste en coiffure pour les mannequins des défilés de mode haut de gamme à New York! J'ai un caniche, et j'aime jouer aux cartes de l'humanité dans les soupers entre amis.

échantillon

**Renseignements sur l'emploi :**

Titre : Agent de projet administratif

Classification : AS

Niveau : 02

Salaire : 57 430 \$ à 61 877 \$

Exigences linguistiques : anglais essentiel

Durée : 1 an

Date de début cible : juin 2018

Lieu de travail : Région de la capitale nationale (RCN)

Travail périphérique permis : Oui (temps requis dans la RCN : ~ 10 %)

Heures flexibles permises : À l'occasion

Télétravail permis : Fréquemment

**Incidence :**

Nous avons une petite équipe, mais nous desservons une grande collectivité de 20 000 personnes au gouvernement dans le domaine de la gestion de l'information et de la technologie de l'information (GI-TI). Notre équipe aide à coordonner les priorités et les activités au sein de cette collectivité, y compris le recrutement de nouveaux talents, qui est essentiel à la capacité de la GI-TI d'offrir des services aux Canadiens.

Dans votre rôle d'agent de projet administratif de notre équipe, vous aiderez à recruter de nouveaux talents dans la collectivité de la GI-TI au gouvernement du Canada. Vous serez en collaboration avec notre équipe pour aider à sélectionner et à évaluer les candidats potentiels (par exemple, entrevues de groupe). En outre, vous assurerez la coordination de la logistique aux fins d'évaluation (y compris dans les régions) et des activités de la foire de carrière pour faciliter le jumelage des candidats évalués avec les gestionnaires responsables de l'embauche de partout au gouvernement du Canada. Ce travail aidera à garantir que la GI-TI a le talent nécessaire pour soutenir un large éventail de priorités du gouvernement.

**Tâches clés :**

- Coordination des activités (par exemple, salons et foires à l'emploi et placement) entre les candidats et les gestionnaires d'embauche du Ministère.
- Logistique relative aux salons à l'emploi (par exemple, les campagnes de recrutement dans les universités), y compris la préparation du matériel publicitaire sous forme de documents (par exemple, document d'une seule page, autocollants, etc.), location du matériel audiovisuel (y

compris le chargement du contenu et l'essai des solutions techniques), des bannières, des préparatifs de voyage (par exemple, partout au Canada).

- Coordination des réunions d'équipe – réservations des salles de conférence, invitation par calendrier, création de la liste de distribution, sensibilisation des participants.
- Coordination des évaluations des candidats (par exemple, la réservation des salles, s'assurer que les fournitures et l'équipement sont disponibles et mis à l'essai à l'avance, informer les candidats, etc.)
- Relecture des documents (par exemple, matériel publicitaire, s'assurer de la traduction et de l'examen de l'assurance de la qualité) et d'autres travaux généraux d'administration ou de bureau, au besoin, pour appuyer l'équipe de recrutement et le bureau général de gestion des collectivités.

#### **Critères essentiels :**

- Un diplôme d'études secondaires ou les alternatives approuvées par l'employeur
- Capacité de niveau intermédiaire d'utiliser MS Office Suite
- Capacité de planifier
- Capacité de travailler en équipe
- Capacité de travailler sous pression
- Beaucoup d'entregent
- Compétences organisationnelles solides
- Fiable
- Axé sur les services
- Axé sur les détails dans l'exécution des travaux

#### **Qualifications constituant un atout :**

- Capacité d'apprendre de nouvelles technologies – (par exemple, WEBEX, système de voyage du gouvernement)
- Apte d'utiliser les médias sociaux (par exemple, Twitter) afin de promouvoir des événements
- Privilégiant la qualité
- Apte de composer avec l'ambiguïté
- Français

#### **Milieu de travail**

À propos de :

Notre bureau a été converti à un Milieu de travail 2.0 (concept ouvert, soumis aux distractions régulières). Nous avons accès à des outils de base comme MS Office Suite, les outils de base des médias sociaux du gouvernement (série de produits OutilsGC), et à un environnement de bureau modernisé dans la RCN, près de restaurants, magasins, gymnases et parcs.

#### **Culture de l'équipe**

*Notre contexte opérationnel :*

Nous sommes une petite équipe visant à desservir une très grande clientèle (collectivité fonctionnelle GI-TI de plus de 20 000 personnes). Notre travail se déroule à un rythme rapide, et nous sommes favorables à la transformation numérique et aux autres priorités du gouvernement telles que le recrutement des femmes en GI. Nous avons des interactions régulières avec de nombreux autres ministères du gouvernement afin de soutenir les dirigeants principaux de l'information (DPI) et leurs effectifs en matière de GI-TI. Par ailleurs, nous avons des interactions régulières avec des partenaires stratégiques, tels que le Bureau du dirigeant principal des ressources humaines (pour la gestion des RH) et la Commission de la fonction publique (aux fins de dotation et de recrutement).

*Nos valeurs importantes :*

Professionnalisme – pour maintenir l'image et la réputation du Secrétariat du Conseil du Trésor  
État d'esprit novateur – pour expérimenter et innover  
Désir d'apprendre – pour s'adapter au changement vers la transformation numérique  
Bien travailler avec les autres – nous comptons beaucoup sur la collectivité et d'autres intervenants pour faire bouger les choses

*Notre façon de travailler :*

Puisque nous appuyons les DPI du gouvernement du Canada et les DPI du Ministère, nous nous concentrons sur l'optimisation des ressources et la promotion d'une nouvelle culture. Nous contribuons au façonnage de « l'avenir du numérique » au sein du gouvernement tout en traitant des réalités actuelles (par exemple, perçue comme bureaucratique, lent à adopter la technologie). L'utilisation des nouvelles technologies au sein de notre équipe (dans la mesure du possible) est encouragée – par exemple, les médias sociaux pour faire de la publicité des initiatives. L'équipe est composée de professionnels et de spécialistes des processus de RH qui doivent également comprendre les besoins des clients en matière de technologie de l'information (GI-TI).

**Pages 323 to / à 325**

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**sont des duplicatas**



**Job details:**

Title: Junior Policy Outreach Support

Classification: EC

Level: 02

Salary: From \$57,426 to \$65,838

Language Requirements: English Essential

Duration: 9 months

Target Start: July 2018

Location of work: Ottawa, Ontario

Remote work allowed: Yes (travel required)

Flex hours allowed: Almost always

Telework allowed: Almost always

**Impact:**

Our team supports attempts at experimentation across the Government of Canada. What do we mean by experimentation? It's really about evidence, and making decisions that are supported by evidence. Too often we think all decisions we take are based on well supported, well-reasoned data, research and evidence. Unfortunately, because of complexity, timing, etc., this is getting more and more difficult to do, especially considering financial constraints, the need to be very responsive, and always putting as many people first as possible (with diverse and often conflicting priorities). So that's what you'd be supporting. You won't work directly with Canadians, but you'll enable departments to experiment with various interventions to know what works.

**Key Tasks:**

- Your primary role would be to build our outreach strategy (under the guidance of senior analysts and team manager), and be our friendly face showcasing what we do. This will involve having a solid policy understanding of experimentation and its role in Government, as well as policy approaches for application to Government work.
- Your secondary role would be to help us with email, social media and forums, interacting with departments and answering policy questions related to experimentation. We get a lot of questions from all kinds of parts of many different departments and agencies, and we need to respond to them all.

**Essential Criteria:**

- Graduation with a degree from a recognized post-secondary institution with acceptable specialization in economics, sociology or statistics.
- Post-secondary degree with specialization in economics, sociology or statistics.
- Intermediate writing skills
- Intermediate analytical skills
- Basic policy analysis skills
- Basic social media skills
- Strong interpersonal skills

**Asset Criteria:**

- Basic ability to use Photoshop
- Ability to learn new tools (e.g. social media, presentation tools)
- Ability to converse in French

**Work Environment****About:**

We work pretty hard and get pretty intense. We really like digital, and always use all kinds of new tools that the team comes up with. We live in a 2.0 workplace (so you have a standing desk, but not closed door offices). And we care about mobility principles, meaning we really like Wi-Fi and working from coffee shops when work permits.

**Team Culture***Our Operating Context:*

The direction in our team changes fairly often, but not our north star – we have one main priority at a time, and as soon we accomplish one task, we come up with many others. We all like each other, and we really care about what we do. Our wider management likes this file, and is supportive of what we're trying to accomplish.

*What We Value:*

We value hard work, having fun, doing good work, and bettering the public service one small act at a time. We also really believe in the unique role of the public service in the world, and making the name associated with really good things again.

*How We Work:*

See above – not much more to add aside from that. To succeed with our team, you'd likely need to know your own limits, use technology for good but not be addicted to it, and want to work as part of a small team working on something important but constantly evolving.

**Pages 328 to / à 330**

**are duplicates**

**sont des duplicatas**

**Graham, Richard**

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**From:** Talent Cloud-nuage de talents <Talent.Cloud-nuage.de.talents@tbs-sct.gc.ca>  
**Sent:** 2018–November-27 3:07 PM  
**To:** Landry, Luc  
**Cc:** Dubois, Christophe; Sabourin, Darlene; Talent Cloud-nuage de talents; de Jesus, Luiz;  
Frost, Andrew  
**Subject:** RE: Talent Cloud follow-up

Hello Luc,

Thank you for confirming that you will not participate in the Talent Cloud pilot at this time.

Best regards,  
The Talent Cloud team

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**From:** Landry, Luc [mailto:[Luc.Landry@dfo-mpo.gc.ca](mailto:Luc.Landry@dfo-mpo.gc.ca)]  
**Sent:** November 27, 2018 1:13 PM  
**To:** Talent Cloud-nuage de talents <Talent.Cloud-nuage.de.talents@tbs-sct.gc.ca>; de Jesus, Luiz  
<[Luiz.deJesus@dfo-mpo.gc.ca](mailto:Luiz.deJesus@dfo-mpo.gc.ca)>; Frost, Andrew: DFO.MPO <[Andrew.Frost@dfo-mpo.gc.ca](mailto:Andrew.Frost@dfo-mpo.gc.ca)>  
**Cc:** Dubois, Christophe: DFO.MPO <[christophe.dubois@dfo-mpo.gc.ca](mailto:christophe.dubois@dfo-mpo.gc.ca)>; Sabourin, Darlene  
<[Darlene.Sabourin@dfo-mpo.gc.ca](mailto:Darlene.Sabourin@dfo-mpo.gc.ca)>  
**Subject:** RE: Talent Cloud follow-up

Hello,

There seems to have been some miscommunication. Being in the Gulf region I never received the training on this.  
As it stands, I am not in a position to get new hires so I will not participate in the Talent Cloud pilot at this time.

Sorry for any inconvenience,

Luc Landry

Director, Desktop Engineering and Asset Management, IM&TS  
Fisheries and Oceans Canada / Government of Canada  
[Luc.Landry@dfo-mpo.gc.ca](mailto:Luc.Landry@dfo-mpo.gc.ca) / Tel: 506-380-0823

Directeur, Ingénierie informatique et gestions des actifs, GI&ST  
Pêches et Océans Canada / Gouvernement du Canada  
[Luc.Landry@dfo-mpo.gc.ca](mailto:Luc.Landry@dfo-mpo.gc.ca) / Tél. : 506-380-0823

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**From:** Talent Cloud-nuage de talents <Talent.Cloud-nuage.de.talents@tbs-sct.gc.ca>  
**Sent:** Friday, November 23, 2018 1:58 PM  
**To:** de Jesus, Luiz <[Luiz.deJesus@dfo-mpo.gc.ca](mailto:Luiz.deJesus@dfo-mpo.gc.ca)>; Frost, Andrew <[Andrew.Frost@dfo-mpo.gc.ca](mailto:Andrew.Frost@dfo-mpo.gc.ca)>;  
Landry, Luc <[Luc.Landry@dfo-mpo.gc.ca](mailto:Luc.Landry@dfo-mpo.gc.ca)>  
**Cc:** Dubois, Christophe <[Christophe.Dubois@dfo-mpo.gc.ca](mailto:Christophe.Dubois@dfo-mpo.gc.ca)>; Talent Cloud-nuage de talents  
<[Talent.Cloud-nuage.de.talents@tbs-sct.gc.ca](mailto:Talent.Cloud-nuage.de.talents@tbs-sct.gc.ca)>; Sabourin, Darlene <[Darlene.Sabourin@dfo-mpo.gc.ca](mailto:Darlene.Sabourin@dfo-mpo.gc.ca)>

[mpo.gc.ca](mailto:mpo.gc.ca)>

**Subject:** RE: Talent Cloud follow-up

Good afternoon,

As you have been identified as a manager who is interested in participating in the Talent Cloud pilot, we would like to follow-up with you.

The first step is to complete the job poster template (and the manager profile template, which is optional). Detailed description of each of the document is included in the email below. If you have any questions about the documents, please don't hesitate to let us know. If you are interested in seeing what a live job poster looks like, please visit: <https://talent.canada.ca/en/jobs>

Best,  
Rosita @ Talent Cloud

**De :** Talent Cloud-nuage de talents <[Talent.Cloud-nuage.de.talents@tbs-sct.gc.ca](mailto:Talent.Cloud-nuage.de.talents@tbs-sct.gc.ca)>

**Envoyé :** 31 octobre 2018 15:19

**À :** Dubois, Christophe <[Christophe.Dubois@dfo-mpo.gc.ca](mailto:Christophe.Dubois@dfo-mpo.gc.ca)>; Tremblay, Julien  
<[Julien.Tremblay@dfo-mpo.gc.ca](mailto:Julien.Tremblay@dfo-mpo.gc.ca)>; Frost, Andrew <[Andrew.Frost@dfo-mpo.gc.ca](mailto:Andrew.Frost@dfo-mpo.gc.ca)>; Landry, Luc  
<[Luc.Landry@dfo-mpo.gc.ca](mailto:Luc.Landry@dfo-mpo.gc.ca)>

**Cc :** Talent Cloud-nuage de talents <[Talent.Cloud-nuage.de.talents@tbs-sct.gc.ca](mailto:Talent.Cloud-nuage.de.talents@tbs-sct.gc.ca)>

**Objet :** Talent Cloud follow-up

Good afternoon,

This is a follow-up to the Talent Cloud manager training session.

Julien was the only manager who attended the optional session on Oct 25. Upon learning more about Talent Cloud, however, it was indicated that this pilot may not be suitable for his team's current staffing needs.

If Andrew and Luc are still interested in participating in Talent Cloud, please complete the attached job poster template (and the optional manager profile template). There is no specific deadline for the completion of the templates. However, please note that the first round of hiring takes place between now and December 2018, and it typically takes 5 – 8 business days from us receiving the first draft of the completed template to the job being posted.

You can find more information about each of the attached document at the end of this email. If you have any questions regarding the documents or the process, please don't hesitate to let us know.

If you would like to see an example of a real job that is currently being advertised on Talent Cloud, please visit: <https://talent.canada.ca/en/jobs>

Best,  
Rosita @ Talent Cloud

- Poster template: this document has instructions to guide you in filling out the job poster template.
- Poster template – no instructions: this is the document you can use to draft the job poster (you only need to complete the template in the official language of your choice – the Talent Cloud team will take care of translation once it's finalized).
- Skills Taxonomy: a document with definitions for each skill that have been used in Talent Cloud job posters so far. If there are skills that you require for your job posting, please feel free to use the existing definition. As the skills taxonomy is an evergreen document, if you

would like to use a different definition for any of the skills, or if there are skills that are not currently on the list, please share them with us and we'll add them to the taxonomy.

- **Skills Assessment Framework:** as Talent Cloud is testing a new credential recognition methodology, this document provides specific definitions to help you determine the type of skills, the level, and the evidence you require from candidates, as you prepare the essential and asset criteria.
- **Manager profile template:** this will let job candidates know more about you as the hiring manager. All questions in this template are optional.

**oufi, Georges**

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**From:** Talent Cloud-nuage de talents <Talent.Cloud-nuage.de.talents@tbs-sct.gc.ca>  
**Sent:** Thursday, December 6, 2018 10:02 AM  
**To:** Sabourin, Darlene  
**Cc:** Talent Cloud-nuage de talents  
**Subject:** RE: Launch of Talent Cloud - Info needed

Darlene,

The beta version of Talent Cloud was launched on October 16, 2018, and nine jobs have been posted to date.

We haven't posted any job form DFO yet, as managers who have been identified for the pilot were either no longer interested in participating or have not responded to the any emails that we have sent.

Best regards,  
The Talent Cloud team

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**From:** Sabourin, Darlene [mailto:Darlene.Sabourin@dfo-mpo.gc.ca]  
**Sent:** December 6, 2018 9:20 AM  
**To:** Talent Cloud-nuage de talents <Talent.Cloud-nuage.de.talents@tbs-sct.gc.ca>  
**Subject:** Launch of Talent Cloud - Info needed  
**Importance:** High

Hello – can you tell me the date that the Talent Cloud launched and how many jobs have been posted to date?

Thank you,  
Darlene Sabourin  
Director, IM/IT Planning  
Business Management, Integration and Engagement  
Information Management and Technology Services (IM&TS)  
Fisheries and Oceans Canada  
[darlene.sabourin@dfo-mpo.gc.ca](mailto:darlene.sabourin@dfo-mpo.gc.ca)  
Tel: 613-998-9902 / [REDACTED]

[http://www.gclopedia.gc.ca/wiki/DFOMPO\\_IMTSGIST](http://www.gclopedia.gc.ca/wiki/DFOMPO_IMTSGIST)

Directrice, Planification GI/TI  
Gestion d'affaires, intégration et engagement  
Gestion de l'information et services de la technologie (GI&ST)  
Pêches et Océans Canada  
[darlene.sabourin@dfo-mpo.gc.ca](mailto:darlene.sabourin@dfo-mpo.gc.ca)  
Tél: 613-998-9902 / [REDACTED]

s.16(2)(c)

[http://www.gclopedia.gc.ca/wiki/DFOMPO\\_IMTSGIST?lang=fr](http://www.gclopedia.gc.ca/wiki/DFOMPO_IMTSGIST?lang=fr)



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Approved by (insert name)

Docket #: 2019-009-00061

Security Classification: UNCLASSIFIED

**SCENARIO NOTE FOR THE ASSISTANT DEPUTY MINISTER****DEPUTY MINISTER COMMITTEE ON ENTERPRISE PRIORITIES AND PLANNING  
(DM CEPP)****Date and Location of Meeting**

This meeting will take place on January 25, 2019 11:00 a.m. – 12:30 p.m. at 90 Elgin Street, 8th Floor, Room 8241.

**Attendees**

Deputy Ministers (DM) from other government departments.

**AGENDA ITEM #2: CLOUD MYTH BUSTING AND PROTECTED B UPDATE****Departmental Objective**

The Government of Canada has adopted a 'Cloud First' approach as the preferred environment solution for technology projects. This agenda item will provide insights into leveraging the Cloud and an update regarding the Protected B Cloud environment for the GC.

**Key Points to Register**

- DFO supports Cloud first and has invested approximately \$900,000 in FY18-19 and is planning to invest [REDACTED] in FY19-20 to leverage Cloud. A DFO Cloud Center of Excellence has been established, a cloud environment is available and initial standard services are available including storage (data archiving) and high performance computing. Additionally, several new IT solutions are being developed in the cloud.
- Similar to digitalization, there is a pressing need for Cloud IT skills to further leverage the Cloud.
- The department is interested in the availability of Protected B Cloud even though much of DFO's data is not Protected B.

**Considerations**

- Leveraging Cloud offers opportunity for DFO to meet its significant data storage and capacity needs by providing infrastructure on demand; however, individual requirements need to be assessed as Cloud may not be the best solution in all cases.
- DFO's Cloud Strategy emphasizes agility and innovation, and not as a means to reduce costs. It does acknowledge that in most cases it may be less expensive than SSC, but that might not always be the case.



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- Currently, there are limitations to the Cloud, as only unclassified data can be hosted. DFO waits for the protected B cloud contract to be signed, to make full use of the cloud potential.
- We are using the Internet connectivity for the cloud which has limited bandwidth and can be used only for unclassified data. We are taking these limitations into account when choosing the solutions that can be implementing in the cloud. More complex solutions will need to wait for the appropriate level of connectivity to be provided by SSC.

### **Responsive Questions and Answers**

- The funding model for Cloud is consumption-based which represents a shift for departments. Is there information regarding costs that can be provided to departments?
- What assurances do departments have the Protected B Cloud will be delivered as expected in three waves and what is the strategy to on-board departments? Which of the waves identified will DFO be part of?
- Connectivity between data centers and the cloud presents challenges. Will TBS and SSC provide timely enterprise Cloud solutions for connectivity as well as security and identity management?
- DFO and other departments face challenges with IT Security Assessment and Accreditations (SA&A) as we shift from solutions hosted on premise to hosted in the cloud. Will TBS/SSC provide guidance for SA&A processes for cloud environments and solutions and to ensure multiple departments don't repeat the same security exercises?

### **AGENDA ITEM #3:UPDATE ON TALENT CLOUD**

#### **Departmental Objective**

This agenda item will provide an update on Talent Cloud progress to date and identify what is planned for the upcoming year. Talent Cloud is an initiative led by Treasury Board and is supported by the Secretary and the union. DFO is one of the departments that provided funding for Talent Cloud in FY18-19.

#### **Key Points to Register**

- Specialized IT skills are required to support GC Modernization within the department (Digital, Cloud, etc.). DFO could leverage Talent Cloud to hire term employees with specific skills to increase the department's expertise in needed areas.
- The use of Talent Cloud will allow managers to scale the workforce to support DFO priorities in a timely manner by reducing the time to hire. Hiring managers can focus on hiring the best talent available to meet pressing needs rather than engaging in lengthy staffing processes.

#### **Considerations**

- Talent Cloud provides departments with a mechanism to diversify its resource base as

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many candidates are currently external to the GC. Having a Protected B environment and employment equity information available will further support diversity within the workforce.

### **Responsive Questions and Answers**

- Will Talent Cloud continue with the current funding model of being funded by signatory departments past next fiscal year or is there a plan for it to be centrally funded in the future?
- If other departments join the Talent Cloud next fiscal year will costs be reduced per department as more departments provide funding?
- Are there plans to expand the use of Talent Cloud to hire indeterminate employees or to expand the types of positions being staffed?



Fisheries and Oceans Canada  
Correspondence Routing Slip

Fiche d'acheminement de correspondance  
Pêches et Océans Canada

UNCLASSIFIED  
GCCMS #: 2018-009-00250  
EKME #:4014540

To:  
Pour:

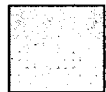
Date:

Object: **DEPUTY MINISTER COMMITTEE ON ENTERPRISE PRIORITIES AND**  
Objet: **PLANNING (DM CEPP) MEETING OF JANUARY 25, 2019**

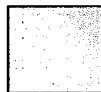
From / Essoltani, Abdelaziz, A/Chief Information Officer and Director General,  
De: Information Management and Technology Services

Via: Dominic Laporte, ADM, Human Resources and Corporate Services

Additional approvals:  
Autre(s) approbation(s):



Material for the Minister  
Documents pour le Ministre



Your Signature  
Votre signature



Information

Screen:  
Filtre:

Remarks:  
Remarques:

Distribution:

Drafting Officer/  
Rédacteur:

Mirella De Cesare (TEL #613-998-9902)/ Elizabeth Young / SH

## AGENDA / ORDRE DU JOUR

**PSMAC Sub-Committee on Enterprise Priorities and Planning (DM CEPP) /**

**Comité des SM sur les priorités et la planification Intégrés (SM CPPI)**

**January 25, 2019 11:00 a.m. – 12:30 p.m. / Le 25 janvier 2019, 11 h à 12 h 30**

90 Elgin Street, 8th Floor, Room 8241 / 90, rue Elgin, 8<sup>e</sup> étage, pièce 8241

**Co-chairs / Coprésidents :**

Peter Wallace, Secretary of the Treasury Board / Secrétaire du Conseil du Trésor

Michael Keenan, Deputy Minister of the Department of Transport / Sous-ministre du ministère des Transports

	ITEM / POINT	PRESENTER / PRÉSENTATEUR (TRICE)	DURATION / DURÉE
1.	Introductory Remarks / Mot de bienvenue	Co-chairs / Coprésidents	5 min
2.	Cloud Myth Busting and Protected B Update / Démystifier l'infonuagique et Mise à jour sur les services infonuagiques au niveau protégé B  (DISCUSSION)	Marc Brouillard (TBS / SCT) Dinesh Mohan (SSC / SPC)	45 min
3.	Update on Talent Cloud / Mise à jour concernant le nuage de talents  (INFORMATION)	Olivia Neal (TBS / SCT)	30 min
4.	Closing Remarks / Mots de clôture	Co-chairs / Coprésidents	5 min
<p style="text-align: center;"><b>Consent Agenda Items / Questions pour approbation</b></p> <p style="text-align: center;"><i>Items are not presented; however, members are welcome to ask questions or provide feedback. / Ces sujets ne sont pas abordés, mais les participants peuvent poser des questions ou fournir une rétroaction.</i></p>			
5.	Records of Discussion from October 5, 2018 and November 6, 2018 / Compte rendu des discussions des réunions du 5 octobre 2018 et 6 novembre 2018	Co-chairs / Coprésidents	

**Hash, Rhonda**

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**Subject:** FW: Talent Cloud DG Signatory Departments Meeting / Réunion des ministères signataires du DG du nuage de talents  
**Location:** 90 Elgin Street - Room 2068  
**Start:** Wed 4/10/2019 10:30 AM  
**End:** Wed 4/10/2019 12:00 PM  
**Show Time As:** Tentative  
**Recurrence:** (none)  
**Meeting Status:** Not yet responded  
**Organizer:** Merrifield, Shelley

-----Original Appointment-----

**From:** Merrifield, Shelley <[Shelley.Merrifield@tbs-sct.gc.ca](mailto:Shelley.Merrifield@tbs-sct.gc.ca)>

**Sent:** Tuesday, March 5, 2019 1:59 PM

**To:** Merrifield, Shelley; Gagnon, Doreen; Young, Allison: DFAIT.MAECI; Donoghue, Jean Paul: DFAIT.MAECI; [atthew.bassett@international.gc.ca](mailto:atthew.bassett@international.gc.ca); Franco, Emilio: PWGSC.TPSGC; [annie.duchesne2@canada.ca](mailto:annie.duchesne2@canada.ca); [mariana.desabrais@canada.ca](mailto:mariana.desabrais@canada.ca); Waites, Michelle (EC); [Rea.Mckay@cbsa-asfc.gc.ca](mailto:Rea.Mckay@cbsa-asfc.gc.ca); Doucet, Brock; [Jennifer.MacInnis@cbsa-asfc.gc.ca](mailto:Jennifer.MacInnis@cbsa-asfc.gc.ca); Hunter, Lauren; Feeny, Catherine (EC); Young, Elizabeth; Hash, Rhonda; [jesse.schwartz@canada.ca](mailto:jesse.schwartz@canada.ca); Edge, Margaret (NRCan/RNCan); [tracey.sametz@tc.gc.ca](mailto:tracey.sametz@tc.gc.ca); Dubeau, Jenny: TC.TC; Boutot, Geneviève; Miculia, Mitchell (IC); Pagliarello, Tania (IC); Ruiz, Diego (IC); [marieflore.baptiste@hrsdc-rhdcc.gc.ca](mailto:marieflore.baptiste@hrsdc-rhdcc.gc.ca); [julie.f.simard@hrsdc-rhdcc.gc.ca](mailto:julie.f.simard@hrsdc-rhdcc.gc.ca); [stephanie.sajous@hrsdc-rhdcc.gc.ca](mailto:stephanie.sajous@hrsdc-rhdcc.gc.ca); [Nancy.Gardiner@cfc-swc.gc.ca](mailto:Nancy.Gardiner@cfc-swc.gc.ca); [lise.courcy@cfc-swc.gc.ca](mailto:lise.courcy@cfc-swc.gc.ca); Neal, Olivia; Faucon, Sean; O'Byrne, Gray

**Subject:** Talent Cloud DG Signatory Departments Meeting / Réunion des ministères signataires du DG du nuage de talents

**When:** Wednesday, April 10, 2019 10:30 AM-12:00 PM (UTC-05:00) Eastern Time (US & Canada).

**Where:** 90 Elgin Street - Room 2068

We would like to invite you to the next Talent Cloud DG Signatory Departments Meeting scheduled for Wednesday, **April 10, from 10:30 am to 12:00 pm, at 90 Elgin.**

The Agenda for this Meeting will follow. We look forward to seeing you on April 10!

Regards,  
The Talent Cloud Team

\*\*\*\*\*

Nous vous invitons à la prochaine réunion des ministères signataires du DG du nuage de talents prévue le mercredi **10 avril, de 10h30 à 12h00, au 90, rue Elgin.**

L'ordre du jour de cette réunion suivra. Au plaisir de vous voir le 10 avril!